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ADP GlobalView

# Workday PECI Integration

ADP GlobalView PECI integration consultant guide

Commercial in Confidence

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## Authorizations and Amendments

Refer to the [Authorizations and Amendments History](#) Appendix for the list of prior revisions.

Version	Authored	Approved	CRM Ticket	Next Review Date
4.3b Third Party Payroll Errors: Updated User Credentials section.				
Removed the API Payslip Integration chapter as the feature will not be offered.				

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## Introduction

This document is a comprehensive resource for ADP Implementation teams explaining the overall Workday PECI integration solution and related configuration required by the ADP implementation team to support successfully processing the incoming PECI files from Workday. This document also covers other features related to PECI or payroll processes that round out a successful integration. The Ancillary Tools section explains the GlobalView tools which aid in troubleshooting or managing the Workday PECI integration.

*Refer to the appendix section [Improving Workday Guides](#) for information on how to report documentation issues and suggestions.*



*No modification of Workday's delivered PECI file, whether manual or automated, is permitted between the time the file is created and the time the file is processed by ADP. Any such modifications will result in a connector that no longer adheres to the Global Payroll Cloud (GPC) compliance guidelines. Therefore, ADP can neither guarantee a successful payroll processing nor be able to support the connector.*

*Please contact your ADP representative for more details on staying in compliance with GPC.*



*\*\*\* The Global Payroll Cloud (GPC) program strongly recommends that a certified CCTPP integration consultant is engaged to help with the deployment of your GPC Certified integration. \*\*\**

# Workday PECI Integration with GlobalView / GPY

## Terminologies

Term	Definition
ADP GlobalView	The customer's payroll system of record. HCM data required for payroll processing is passed from Workday to GlobalView.
ADP Workday PayGroup Code Report	This ADP proprietary report maintained in Workday extracts employee pay group values required for certain outbound integrations. See <a href="#">Appendix A – ADP Workday PayGroup Code Report</a> .
Alien (resident alien)	Someone who is not a citizen of the country they are living in. A resident alien had the legal right to live in a country that is not their own.
API	An application programming interface that uses a set of clearly defined methods of communication in order to transport data between software components, in this case, Workday and Global Payroll.
BPD	(Business Process Definition) These are the steps that define (compose) a Workday Business Process.
CCTPP	Workday's Cloud Connect for Third Party Payroll offering which includes PECI, PICOF, and other connectors.
CMS	Stores GlobalView and GlobalView Payslips that are placed on the GlobalView application server in zipped- and metadata files from where they are collected by Workday.
EDI	Event-Driven Integration allows sending new hires to GlobalView on-demand in a real-time fashion instead of waiting for the daily standard extract process.
Emigrant	A person who leaves their own country in order to settle permanently in another. The reference point is the country from which the person came
Expatriate	A person who lives outside their native country.
ExPR	(External Payroll Results) This is the inbound payroll interface from ADP GlobalView to Workday to report payroll results.
G2	It is the standard inbound interface to load the data into GlobalView infotypes and other master data.
GPR	(Global Payroll Reconciliation) This feature is an automated process that identifies PECI variances to assist the customer in investigating the root cause. While this is a global feature not all localized field values are in scope. Talk to ADP about data scope.
GPY	Global Payroll portion of GlobalView

Term	Definition
IDL	(Initial Data Load) This feature leverages the PECI configuration with a few modifications and is used to extract the full snapshot of the Workday employee values instead of just effective changes. IDL is used during the implementation in preparation for going live with the first payroll run.
Immigrant	A person who comes to a new country in order to settle permanently in another. The reference point is the country to which the person settles.
Infotypes	This is an abbreviated version of “information type”. These are records used to maintain information related to HR, Payroll, and other management systems in SAP. Each infotype is represented by a four-digit code and some are further defined by a child sub-type record.
Integration Run Type	The primary run is used for scheduled extracts whereas Ad Hoc runs are used for corrections or unscheduled extracts. Some Workday functionality is limited to primary runs.
LSRD	Last Successful Run Date. This is the date/time stamp of the last PECI extract.
Merge Integration	This is a Workday extract allowing multiple PECI files to be sent together to payroll. Read about it in Workday Community link: <a href="#">Configure Merge Integration Outputs</a> :
Migrant	A person who lives moves from place to place for employment, within a country or from country to country.
MuleSoft	The API tool used to exchange data between SAP and Talend
Near Real-Time Integration	Workday Event-Driven Integration (EDI) is an example of an integration triggered on-demand and a multi-step process ensues such as (a) the sending of the request by Workday, (b) the sending of the confirmation by GlobalView, (c) the processing of that request by GlobalView, and (d) the Workday polling for results, and (e) the sending of the results by GlobalView. Because this process can happen very quickly it is considered “near Real-Time”.
Payroll Areas	This is the payroll equivalent of a Workday Pay Group.
PECI	(Payroll Effective Change Interface) is Workday’s preconfigured certified connector used for integrating Workday Cloud Connect with the customer’s payroll system. This process extracts all the effective HCM changes into an XML format and sends it to GlobalView to be transformed into the G2 format using Talend middleware.
Personnel Area and Sub-area	These fields represent organizational structures within the customer’s enterprise defined by specific aspects of personnel, administration, time management, and payroll. A personnel sub-area is a subdivision of a particular personnel area. Both values are required to hire an employee in GlobalView payroll.

Term	Definition
PICOF	( <i>Payroll Interface Common Output File</i> ) is Workday's first generation preconfigured certified connector used for integrating Workday Cloud Connect with the customer's payroll system. This process extracts only top of stack HCM changes into an XML format for transformation into a G2 format using Talend middleware. This connector is in maintenance mode and no longer available for new integration customers.
Real-Time Integrations	Workday Enhanced Integration (WDEI) is an example of a real-time integration feature since Workday entries are immediately validated by GlobalView with either a GlobalView error or the presentation of the updated GlobalView values. There are separate integration guides for WDEI.
Resident Alien	See Alien
Talend	The middleware used to transform the PICOF/PECI interface file into a G2 file
Workday	The customer's HCM system of record.

## GlobalView Master Data Approach

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- GlobalView and GlobalView Select look the same from a Workday perspective, i.e. a country approach is followed, rather than a partner approach.
- Data is mapped from Workday to GlobalView based on each country's payroll requirements. Infotypes/subtypes/fields not required by the country payroll are therefore not mapped.
- Infotype 0709 is created automatically by G2 based on the mapping of the Workday ID to the CLIID field in the G2 file. Clients already live in GlobalView may continue to use infotype 0032 to store the Employee ID where they are doing so today.
- The Personnel number (PERNR) is generated internally by GlobalView.
- The following actions are supported by the integration, due to their global nature: 01 (Hiring), 02 (Organisational Transfer), 10 (Termination), 12 (Rehire), 70 (Incorrect Entry), 71 (Corrected Entry), 72 (Incorrect re-entry) and 73 (Corrected re-entry). Additionally, country-specific actions related to leaves of absence are also, supported via value mapping. All other actions should be managed via one of the other accepted GlobalView input methods (G2, SSL, and GUI) and should not include infotypes that form part of the integration.
- The following infotypes (and their associated secondary infotypes) are generally considered for integration via PECI, due to the perceived fit of the Workday data with GlobalView payroll requirements: 0000, 0001, 0002, 0006, 0007, 0008, 0009, 0014, 0015, 0016, 0021, 0027, 0041, 0077, 0105, 0182, 0185, 0709 & 2001.
- Additional infotypes are added only where Workday can provide all the necessary data and can be expected to keep the data aligned with local legislation.
- Where an infotype makes use of subtypes, it may happen that not all subtypes can be included in the integration. Additional subtypes may, therefore, have to be completed via one of the other accepted GlobalView input methods (WDEI, G2, SSL, GUI or Portal).
- Infotypes / subtypes that are included in the integration should not be made available via other input channels (such as WDEI, G2, SSL, GUI or Portal) unless there is a clear need to do so. Examples of such a need would be to manage country-specific actions or country-specific data types that have not been included in the integration. Great care should be taken to ensure that infotypes are updated in the correct order when multiple channels are permitted for the same infotypes / subtypes.
- Where an infotype (or an associated secondary infotype) is required by payroll and Workday does not currently provide the data via PECI, the infotype will be de-scoped and is to be

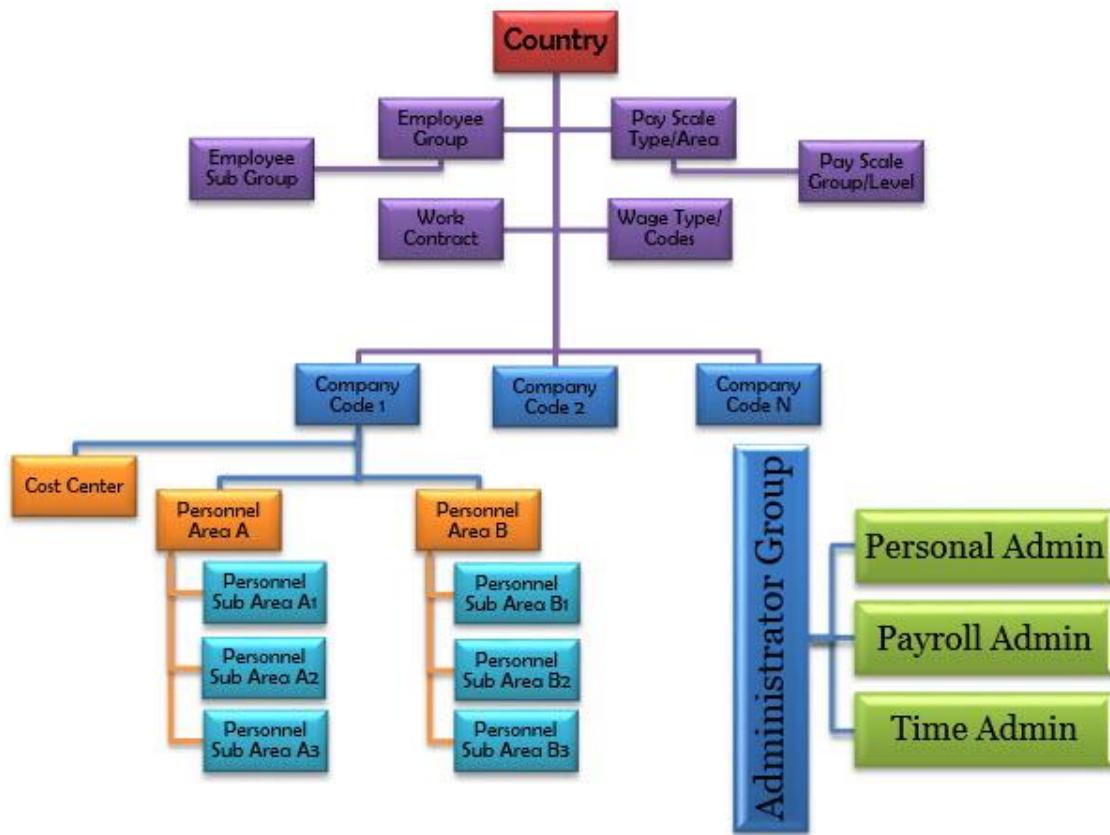
completed by one of the other accepted GlobalView input methods (WDEI, G2, SSL, GUI or Portal).

- Where Infotype 0016 contains a secondary infotype, it is de-scoped due to Workday being unable to provide the necessary local country data. Where it does not contain a secondary infotype, it is mapped for all GlobalView countries in instances where it is clear that Workday will be able to provide all the necessary data. Infotype exclusion is then used to achieve the desired outcomes for GlobalView countries.
- Positions, Organisational Units, Job Keys and Cost Centers are interfaced from Workday as “Foundation objects”. This means that they are created in GlobalView via G2 before being referenced by employee master data. Refer to [Foundation Objects Mapping Utility](#) in the Ancillary Tools chapter.
- G2 uses GlobalView number ranges (that create client-specific object numbers) to create Positions, Jobs and Organisational Units and a Workday-specific switch to use the GlobalView number range when Cost Centers cannot be imported as-is.
- All value transformations (from Workday field values to GlobalView field values) will be maintained in mapping tables in GlobalView and will be provided to Talend to apply during file transformation. Exceptions to this rule may, however, be found in Time Tracking and Time Off where Workday codes should be mapped to external codes in the Workday system.
- Picklist values in Workday can have either GlobalView or Workday as the system of record. Where it is the former, value transformation is usually not required, and fields are therefore accepted ‘as-is’. To see which fields are treated in this way, consultants can check the Client-independent Field Definition table. Where it is the latter, it is almost always required and should be kept up to date in GlobalView.
- Where field validations are weaker in Workday than in GlobalView, as is the case for bank keys, GlobalView relies on G2 to enforce the GlobalView validations.
- Custom fields to be created/activated in Workday to meet GlobalView requirements are always specified at the template level. Where PECI sends extraneous data in the field values for these fields (such as descriptions), Talend will be relied upon to filter it out.
- Defaulting of values in GlobalView is performed by G2. Where a value is not required by GlobalView at the client level but is included in the standard connector, the client will be instructed to remove the field from the integration at the source. This does not negatively impact on certification.

- 
- Concurrent employment is not supported via connector due to the fact that multiple personnel records are not supported for the position held by an employee. Refer international assignment section for details.

## GlobalView Pre-requisites and Concepts

- The integration between Personnel Administration (PA) and Organization Management (OM) in GlobalView must be switched off when this solution is implemented since Workday will be the system of record for OM data.
- The enterprise structure in GlobalView is depicted below and the expectation is that the Workday system aligns with the structure below. This needs to be carefully assessed during the implementation phase.



- Any change in a worker's legal entity within a country in the Workday system should be extracted in PECI with Workday staffing events PCO / PCI in order for the transaction to be successfully processed in GlobalView.

The next section explains **key integration concepts** required to ensure a successful Workday integration.

## Payroll Companies, Pay Groups, and Payroll Areas

### **Payroll Companies**

In order to support integration between Workday and GlobalView, the company structures in both systems must align.



Each Workday External Payroll Company must have a corresponding GlobalView Payroll Company Code.

Organization	Organization Type	Organization Subtype
0003	Business Area	Company
GPC DEU Company	Company	Company
ADP0100001	Cost Center	Cost Center
Technology	Division	Division
GPC Germany Pay Company	External Payroll	Pay Group

Pers. No.	1000235	Pers. Assgn	0100 DE - Frankfurt Global Data M...
Personnel No	1000235	Name	Christoph Harting
Personnel ar	D000 DE - Frankfurt	EE group	1 Perm. / Active - FT
PS groups	001	Status	Active
Start	01.09.2016	to	31.12.9999
		Chng	27.11.2017 GVNA0720

Enterprise structure			
CoCode	0100 Germany 1 (01)	Leg.person	
Pers.area	D000 DE - Frankfurt	Subarea	GDM5 Global Data Mgt
Cost Ctr		Bus. Area	0003 Europe Standard Busin...

Personnel structure			
EE group	1 Perm. / Active - FT	Payr.area	ZZ ALL - No Pay
EE subgroup	.0 Streamline Sal Mthly	Contract	

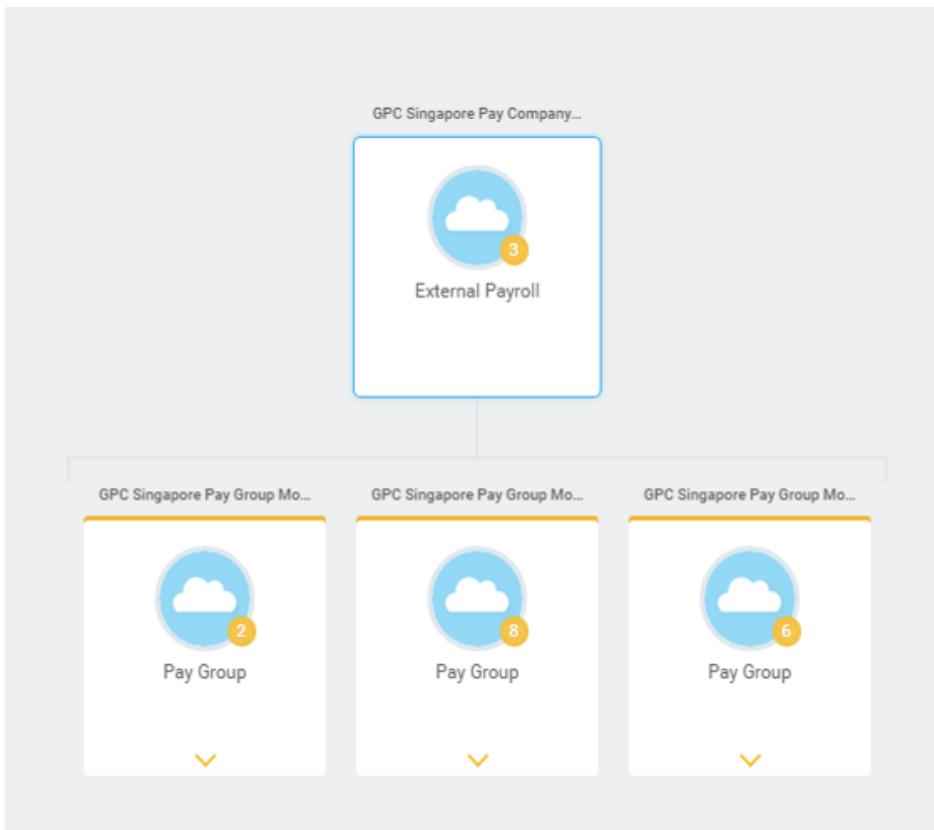
## **Payroll Areas and Pay Groups**

The Workday Pay Group is synonymous with the GlobalView Payroll Area. The Workday Pay Group must have a 1 to 1 relation with Workday Payroll Company.



GlobalView does not allow a Payroll Area to span across legal entities. Therefore, the Client's Workday structure **must not** contain Pay Groups spanning legal entities or external payroll companies.

In order to support In-country transfers in GlobalView appropriately, the legal entity (external payroll company)/Pay Group combination must be unique across the client.



For example, a GlobalView client already live with 20 GlobalView company codes and 4 Payroll Areas would be required to have a Workday structure as follows:

- 20 Workday External Payroll Companies with 20 pay groups
- 20 Workday External Payroll Companies each mapped to a single (unique) GlobalView Company Code
- 20 Workday Pay Groups mapped to 4 GlobalView Payroll Areas

Without this structure, in-country transfers relying on PCO/PCI staffing events with their respective data will be incorrect impacting Cost Center record creation, Earnings & Deductions, and OTP (one-time payments), value mapping failures. Countries where termination and re-hires are required for in-country transfers we will not have sufficient information to do a re-hire.

Additionally, as the payroll schedules are based on the Pay Group in Workday and Payroll Area in GlobalView, it is critical that Workday Pay Period schedules are in sync with the period schedule in GlobalView.



Define a process to ensure dates stored in payroll areas are loaded in GlobalView period schedules.

***Date Mapping: One to many (1: n)***

See the [IT0041 section](#) for instructions about properly mapping Workday dates in GlobalView.

# Setting up Workday Integration

## Configuration Overview

---

Workday integration requires configuration settings in Workday as well as in GlobalView at multiple levels:

- ✓ Workday Standard Connector:
  - [PECL File Naming Conventions](#)
  - [Recommendation for extracts](#)
  - [and ITS setup tasks.](#) : establishing the file exchange process between Workday and GlobalView. The file transfer settings must be completed prior to, or along with, the implementation of the first country going live.
- ✓ G2 Settings – GlobalView tables and settings needed for integration.
- ✓ ZCON Settings – Integration settings accessed from the ZCON menu including:
  - [Integration G2 settings](#) – Integration G2 settings tied to integration solutions
  - [Integration Config settings](#) – Integration specific settings
    - Navigation
    - Solution IDs
    - Switches
    - Constants
    - Conditions
    - Controls
    - Exclusions
    - Value Mapping including Date Mapping

**NOTE:** It is the responsibility of the implementation lead consultant to request these tasks to be completed by raising a CRM ticket to the ITS operations team and helping ITS in coordination with the client.

## Workday Configurations: PECI File Transfer

File exchange will use the SFTP protocol and will rely on a single SFTP account with client-specific PGP keys based on the PECI file naming conventions. Refer to the [entire ITS Set-Up Tasks](#) section.

### PECI File Naming Conventions

The following naming conventions must be followed by Workday in order for PECI files to successfully create a G2 files

- **Input file (PECI):** /interfaces/[SID]/GLOBALVIEWE[xxx]/put/WDI\_<G2 naming convention>.txt
- **Output file (G2):** /interfaces/[SID]/GLOBALVIEWE[xxx]/put/<G2namingconvention>
- **Configuration file:**  
/interfaces/[SID]/profile/talend/WDI\_<MANDT>\_<ConfigFileType>\_<version>.xml where <ConfigFileType> will be PECI and <version> will initially be hardcoded as ‘01’.
- **Outbound file (Payslip zip file):** /interfaces/[SID]/GLOBALVIEWE[xxx]/get/WDI\_<ISO-Country>\_<Client>\_PAYSLIPS\_<Payroll Area>\_<yyyymmdd>\_<yyyymddhhmmss>.zip
- **Outbound file (Payslip manifest file):**  
/interfaces/[SID]/GLOBALVIEWE[xxx]/get/WDI\_<ISO-Country>\_<Client>\_PAYSLIPS\_<Payroll Area>\_<yyyymmdd>\_<yyyymddhhmmss>.xml

### Recommendations for Scheduled extracts

Scheduled extracts should run once per day for the following reasons:

- **Multiple data corrections per day**

Users often have to correct data changes more than once to get it in the correct final state. This state is more likely to be reached by the end of the working day, which means that overnight runs ensure better quality data being sent to ADP.

- **Orchestration**

ADP provides a facility to control the order in which files are loaded from multiple client sources (HR systems, Time systems, Benefits systems, etc.). This facility only really useful when ADP is able to run the upload program once all files have been received for the day.

- **Employee locking errors**

Running the extract during the working day risks employee records being locked at either the client end or the ADP end during the process. This leads to more errors.

- **Resources**

Each extract consumes resources at both the client end as well as the ADP end. More runs, therefore, mean the consumption of more resources (even if files are smaller).

- **Payroll is a batch process**

Payroll is generally run only once the payroll cut-off is reached and therefore does not require multiple daily updates.

## ITS Set-Up Tasks

To ensure adherence to the highest level of security PECI files exchanged between Workday and GlobalView systems must use Secure File Transfer Protocol (SFTP) and PGP encryption.

Additionally, clients must follow the GlobalView standard file exchange process (from/to Client) commonly known as B2B, meaning the automatic delivery of files from one system to another.

The implementation process involves one of two roles:

- A new Workday integration client: a client contract which the project manager must review
- An existing integration client adding a country: a CCR which the Project Services associate reviews

### **Sample Checklist**

Both the project manager and project services associate must contact their [MNC IT advisor](#) to complete the IT checklist steps. Below is an example of the checklist but contact your MNC IT advisor to obtain the current list:

Deliverable		Responsible	Status	Comments
<b>1. IT workshop</b>				
1.1	IT Workshop - Client meeting	ADP - Client		Meeting facilitated by local IT Advisor
1.2	SAPGUI software delivery	ADP		We deliver documentation on how to download the SAPGUI software.
1.3	GVE IT docs delivery	ADP		IT Advisor documentation delivered
1.4	GVE PGP keys delivery	ADP		IT Advisor provides PGP Keys
<b>2. Networking</b>				
2.1	Connectivity choice	Client		VPN, MPLS, Client Managed
2.2	Document(s)/specs fulfillment	Client		As referenced in VPN form
2.3	Setup	Client		SAPGUI Connectivity to be confirmed by a client
<b>3. Secure file transfer</b>				
3.1	Protocol choice	Client		The current choices are: SFTP, FTPS
3.3	Client's PGP Public key(s) delivery	Client		Client to deliver PGP public key(s) as specified during IT Workshop The directory structure for interfaces is dependent on Client's PGP public key(s)
3.4	Secure FTP credentials	ADP		Credential creation dependent on PGP public key delivery
3.4.1	RSA client's keys - if any -	Client		Usage of RSA keys dependent on client decision during IT Workshop
3.5	File exchange tests	ADP - Client		As defined in the project schedule
<b>4. System access</b>				
4.1	SAPGUI Install & Configure	Client		Client to install the SAPGUI software and configure SAP Logon to access ADP system Soft logon entries are dependent on networking (described in 2.3 above)
4.3	SSO In-Scope (Y/N)	Client		SAML 2.0 is the only protocol supported

<b>Deliverable</b>	<b>Responsible</b>	<b>Status</b>	<b>Comments</b>
4.3.1 SSO Questionnaire Delivery	Client		The client is to complete ADP Federated SSO Questionnaire and confirm language exists in the contract for SSO

Review and subscribe to ADPWorks site: [Workday Integration - Technical Setup Process](#).

***Prerequisites for Workday Integration file exchange:***

- A Workday integration structure enforcing a one-to-one relationship between the GlobalView and Workday system tenants. That means each Workday tenant uses a single SFTP account and PGP encryption keys.
- Dual paths, one for UAT and one for the production environment, with corresponding interface channels replicated with the Workday system. These two paths must be independent of each other as required by GlobalView.
- All the files exchanged between GlobalView to/from Workday should have a prefix of “WDI\_” in order to differentiate with other client interface files.
- As per the standard GlobalView process, Workday is responsible for pushing and pulling of the files exchanged.
- Workday to pull only files with WDI\_ prefix at the “/get” folder. Other files in the same folder are NOT to be downloaded as should be for other interfaces in the event client is downloading own data.
- Workday file processors use Portal dev key to connect to SAP system from MuleSoft server while processing Workday files so necessary Portal dev key setup should exist in each and every client. Verify the dev key is present for each of the client’s countries.
- To ensure successful updates by the Basis Team, clients must include separate attachments for each of these items. Review the [Activities Matrix](#) in Confluence for examples of each attachment.
  - SSH Key
  - the PGP Key
  - and the X509 Certificate.

For each new client implementation, ITS operations are responsible and complete this File transfer set up in consultation with the Implementation team and client-side administrators as documented in [Workday and ADP Global Payroll technical integration setup](#) and in Confluence page: [Related Documents for Workday Integration](#)

**NOTE:** It is the responsibility of the implementation lead consultant to request these tasks to be completed by raising a CRM ticket to the ITS operations team and helping ITS coordinate these tasks.

## Required G2 Settings for Integration

### GlobalView Gateway Interface Configuration

Successful Workday integration requires certain G2 configurations. These features are enabled in the client independent configuration layer by default. Refer to the [Deactivate Integration G2 features at the country level for a client](#) section to learn how to change those default values.

NOTE: If the client's G2 configuration is not set as follows write a CRM ticket and assign the ticket to team 3884 for further investigation.

- The SAP Server Paths
- Custom User Ext 1 and 2
- Use Internal PERNR – Yes
- Global ID stored in IT 0709 – Yes / No
- Allow Delete – Yes
- Allow Auto Termination – Yes
- Allow Partial Data File – No
- Internal P0000 creation Action Type – 02

**Transaction code:** ZADP\_M99\_G2CFG

The screenshot shows the 'GlobalView Gateway Interface Config Setting' screen. At the top, there are buttons for back, forward, and search, followed by fields for 'GG Customer ID' (GVXADP), 'Chng' (23.10.2018), and 'GVNA0499'. Below this is a 'General' tab. The configuration is divided into several sections:

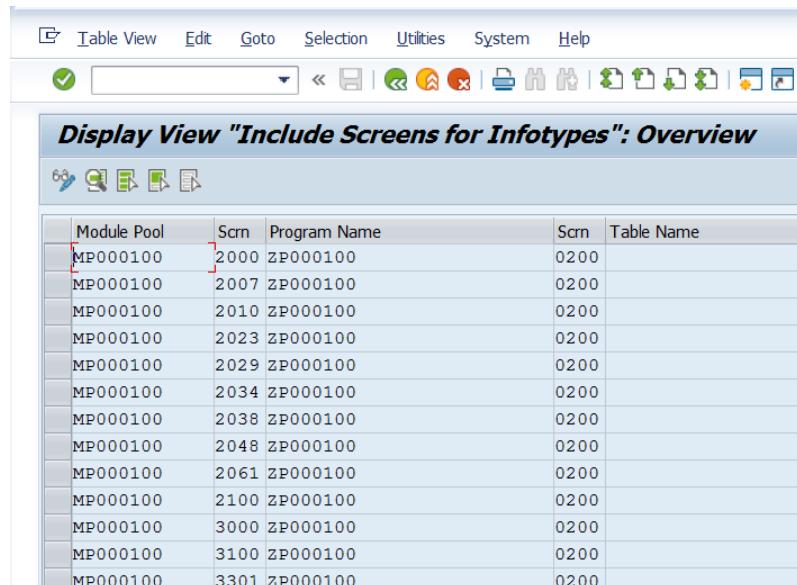
- Client - SAP Server Path - In:** /interfaces/TD3/GVE002/put/  
**Client - SAP Server Path - Out:** /interfaces/TD3/GVE002/get/
- Customer User Exit 1:** ZXADP\_INT\_USEREXIT1  
**Customer User Exit 2:** ZXADP\_TEST\_USER\_EXIT02
- Process Control:** A group of checkboxes:
  - Use internal PERNR
  - Global ID stored in IT 0709
  - Allow Delete
  - Allow Auto Termination
  - Allow File Level Authorisation
  - Allow Partial Data File
- Initial Load Settings:** Initial Payroll Area (ZZ), Termination Action (10), Inactive Action Type (II)
- Internal P0000 Creation:** Action Type (02), Reason Code (empty field)
- Actions:** User group (99)
- Program Control:** (empty section)

Refer to the [Deactivate Integration G2 features at the country level for a client](#) section to learn how to change those default values.

## SM30 Additional Configuration

### IT0001 Sub-screen Configuration

Update table T582C using transaction SM30 with the program name ZP000100 for each screen in order to view the external payroll area values in IT0001 via transactions PA20 or PA30. The external payroll area is required for outbound integration features.



The screenshot shows the SAP SM30 transaction interface. The title bar reads "Display View 'Include Screens for Infotypes': Overview". The menu bar includes "Table View", "Edit", "Goto", "Selection", "Utilities", "System", and "Help". Below the menu is a toolbar with various icons. The main area is a grid table with the following columns: Module Pool, Scrn, Program Name, Scrn, and Table Name. The data rows are as follows:

Module Pool	Scrn	Program Name	Scrn	Table Name
MP000100	2000	ZP000100	0200	
MP000100	2007	ZP000100	0200	
MP000100	2010	ZP000100	0200	
MP000100	2023	ZP000100	0200	
MP000100	2029	ZP000100	0200	
MP000100	2034	ZP000100	0200	
MP000100	2038	ZP000100	0200	
MP000100	2048	ZP000100	0200	
MP000100	2061	ZP000100	0200	
MP000100	2100	ZP000100	0200	
MP000100	3000	ZP000100	0200	
MP000100	3100	ZP000100	0200	
MP000100	3301	ZP000100	0200	

### Payroll Area Mapping

Several options exist for mapping the HCM Pay Group values to a GlobalView Payroll Area.

**Standard Payroll Area Value Mapping Configuration** (table ZVADP\_CON\_CVLMAP) using one of these approaches

1. 1:1 mapping between Pay Group and Payroll Area
2. 1:n (one to many) mapping between Pay Group and Payroll Area
3. n:1 (many to 1) mapping between Pay Group and Payroll Area.

Option 3 above requires storing the employee's HMC pay group in IT0001-ZZABK\_EXT (refer to [Update External Payroll Area in IT0001 \(ZZABK\\_EXT\)](#) in Ancillary Tools chapter). When using Option 1 and 2 it is possible to configure the integration to store the HCM pay group in IT0001-ZZABK\_EXT.

If the client uses the Workday inbound integration (WDI-PECI), the payroll area to Pay group mapping is read from table ZVADP\_CON\_CVLMAP:

The screenshot shows the ADP Value Mapping Transformation interface. The top section displays 'Ctry Grouping' (04), 'Solution' (WD PECL), and 'ADP Field Name' (Pay\_Group\_Code {Summary}). Below this is a table titled 'Value Mapping Transformation' with columns: Seq. Nr, Condition Code, Source Value, and Target Value. The data rows are:

Seq. Nr	Condition Code	Source Value	Target Value
0001		GPC-ES-MO	EM
0002		GPC-ES-MO-0410	EM
003		GPC-ES-MO-GVS	ES01
004		GPC-ES-HR	EM

### Custom Payroll Area Value Mapping (table ZXADP\_WDI\_PAYGRP).

- If payroll area mapping is conditionally based on the Company Code, the outbound integrations read the Value Mapping and Conditions tables to determine which employees belong to the HCM Pay Group

The screenshot shows the ADP Value Mapping Transformation interface. The top section displays 'Ctry Grouping' (25), 'Solution' (WD PECL), and 'ADP Field Name' (Pay). A yellow callout bubble points to the 'Condition Code' column of row 0001 with the text 'Company Code = 2510'. Another yellow callout bubble points to the 'Condition Code' column of row 0003 with the text 'Company Code = 2500'. Below this is a table titled 'Value Mapping Transformation' with columns: Seq. Nr, Condition Code, Source Value, and Target Value. The data rows are:

Seq. Nr	Condition Code	Source Value	Target Value
0001	C25_PC_2510	GPC-SG-MO-2510-RN	RM
0002		GPC-SG-SMonthly2	RS
0003	C25_PC_2500	GPC-SG-MO-2500-RN	RM
0004		GPC-SG-MO-GVS	SG01
0005			

In the above example, If an employee's company code value is:

1. **2510**, then payroll area value 'GPC-SG-MO-2510-RN' will be populated
2. **2500**, then payroll area value 'GPC-SG-MO-2500-RN' will be populated

- If the employee's IT0001-ZZABK\_EXT (External Payroll Area) contains a value and there is no custom payroll area value mapping configured then the IT0001-ZZABK\_EXT value is used for outbound integration features (data moving from GlobalView to HCM).
  1. Alternatively, the Standard Payroll Area Value Mapping Configuration determines the outbound Pay Group value, starting with the employee's IT0001-ZZABK\_EXT (External Payroll Area) if present and then relying on the applicable mapping scenario if not present.

NOTE: employees with custom mapping should not have an IT0001-ZZABK\_EXT (External Payroll Area) values.

### **PICOF Mapping:**

If the client uses the Workday inbound integration (WDI-PICOF), the payroll area to Pay group mapping is read from table ZVADP\_WDI\_CLVMAP:

Change View "Value Transformation": Overview															
	New Entries														
Dialog Structure	Country Grouping <input type="text" value="01"/> WDI Field Name <input type="text" value="Payroll_Area"/>														
WDI Value Mapping Field	 <table border="1"> <thead> <tr> <th>Condition Code</th><th>Seq...</th><th>WorkDay Value</th><th>GV/GVS Mapping Value</th></tr> </thead> <tbody> <tr> <td></td><td>1</td><td>GPC-DE-MO</td><td>D0</td></tr> <tr> <td></td><td>2</td><td>GPC-DE-MO-GVS</td><td>DE01</td></tr> </tbody> </table>			Condition Code	Seq...	WorkDay Value	GV/GVS Mapping Value		1	GPC-DE-MO	D0		2	GPC-DE-MO-GVS	DE01
Condition Code	Seq...	WorkDay Value	GV/GVS Mapping Value												
	1	GPC-DE-MO	D0												
	2	GPC-DE-MO-GVS	DE01												

### **Pay Scale validation for IT0008**

When pay scale type and area are received via G2, standard SAP behavior defaults the return the value as 'T', meaning the pay scale validation is done based on table T510. However, it could be possible that feature TARIF would have been configured to return 'S' such as when the pay scale validations are based on T710. To avoid G2 load failures for IT0008 record activate the country level "Assign CP Indicator for IT0008" G2 feature as follows

1. **Tcode:** SM30-> Table: ZXADP\_M99\_IMPLCV
2. Maintain the below entry to activate this new feature.

Change View "Maintenance view for 'Enhancements activation per client'"	
	New Entries
Ctry Grouping	<input type="text" value="08"/>
Object Type	<input type="text" value="FUGR"/>
Object Name	<input type="text" value="ZXADP_CON_IT0008_CPIND"/>
Object Name	<input type="text" value="CPIND_IT0008"/>
Maintenance view for 'Enhancements activation per client'	
Text	<input type="text" value="Assign CP Indicator for IT0008"/>
<input checked="" type="checkbox"/> +	

## T77S0 Switches

Table T77S0 is accessed via transaction code SM30

Several G2 level switches tied to integration and integration functions, like Reconciliation and ExPR, are maintained here.

## CCURE | PIDGN - IT0709-Global ID Switch

PIDGN switch in table T77S0 controls whether G2 updates the ‘Global Id’ with as-is value or with leading zeros in IT0709. The SOR ‘Global Id’ value must be stored in GlobalView “as-is” in order to make Inbound and Outbound Interfaces. Therefore, the PIDGN value must be configured as “4”.

**Data Browser: Table T77S0 Select Entries**

CI	GrNam	SemID	Value abbr	Text
002	CCURE	PIDGN	4	Generation Rule PERSONID

GrNam	SemID	Settings
CCURE	PIDGN	PIDGN = 4  Stores the Workday ID number “as is” ensuring successful integration with any downstream systems such as eTime and MLT.

## PLOGI | ORGA- Organizational Assignment Integration Switch

PLOGI | ORGA identifies the system of record (SOR) that updates Organizational Management (OM) values.



Switch T77S0- PLOGI | ORGA must be OFF for Workday Integration clients.

Here are the possible scenarios.

### Scenario 1: All Countries have the same SOR

Example: the Client is using Workday as System of Record (SOR) for PA & OM data for all countries and GlobalView as SOR for Payroll.

Country	SORs		
	PA	OM	Payroll
IN	WD	WD	GV
UK	WD	WD	GV
BR	WD	WD	GV

Configuration should be > T77S0- PLOGI | ORGA = Blank.

T77S0				
Displayed Fields: 5 of 5 Fixed Columns: 3 List Width: 0250				
Client	Group name	Semantic abbr.	Value sem.abbr.	Explanation
002	PLOGI	ORGA		Integration Switch: Organizational Assignment

### Scenario 2: SOR varies by country

Example: An existing GlobalView client is implementing Workday country by country.

In this case, do not change the existing global level PLOG setting since the decision regarding the implementation of OM has already been made. Instead, use the country feature level override as needed for particular countries. In the example below, PLOGI is being deactivated for a few countries, leaving the global setting intact.

Country	SORs			PE03
	PA	OM	Payroll	
CA	GV	GV	GV	Override PLOGI
CN	WD	WD	GV	
ES	WD	WD	GV	
VE	GV	GV	GV	Override PLOGI

1. T77S0-PLOGI = X and Switch OFF at country level using TCode: PE03

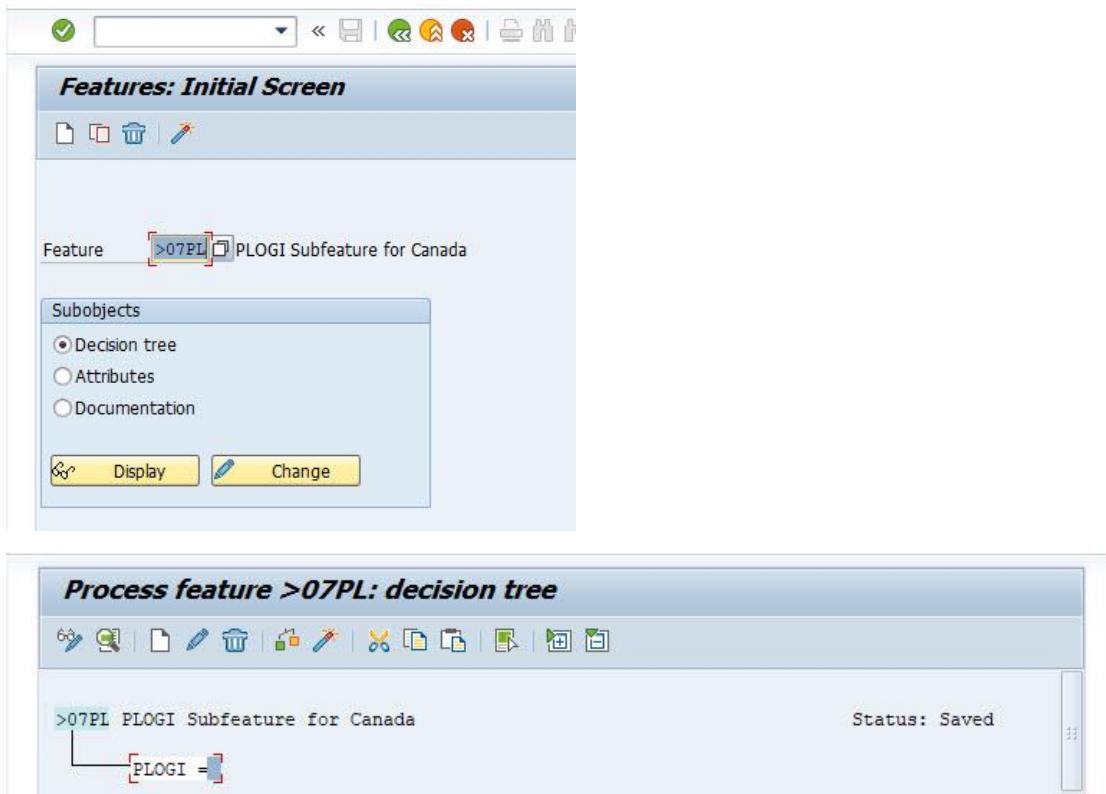
The image consists of two vertically stacked SAP application windows.

**Top Window: Features: Initial Screen**

- Toolbar:** Includes standard SAP icons for search, copy, paste, and file operations.
- Title Bar:** Features: Initial Screen
- Feature List:** Feature PLOGI Control: Integration of personnel planning and master data.
- Subobjects:** Radio buttons for Decision tree (selected), Attributes, and Documentation.
- Buttons:** Display and Change.
- Status Bar:** SAP logo, PE03, and a dropdown menu.

**Bottom Window: Display feature PLOGI: decision tree**

- Toolbar:** Includes standard SAP icons for search, copy, paste, and file operations.
- Title Bar:** Display feature PLOGI: decision tree
- Feature Structure:**
  - PLOGI Control: Integration of personnel planning and master data (Status: Active)
  - MOLGA Country Grouping
    - 01 Germany
    - 02 Switzerland
    - 03 Austria
    - 04 Spain
    - 05 Netherlands
    - 06 France
    - 07 Canada
      - >07PI PLOGI Subfeature for Canada
    - 08 Great Britain
    - 09 Denmark
- Status Bar:** SAP logo, PE03, td3aci00, and IN.



A country's pre-existing OM data must be deleted before the first go-live when implementing Workday.

See Also, the [Other Identifier](#) topic under subsection Staffing Events, Effective Dates and Legacy IDs for more about value mapping for legacy employee IDs.

## XADP | RVGID - IT0032-Reverse Global ID Switch

In normal processing the Workday Global ID update is controlled by the *Global ID stored in IT 0709 – Yes / No* selection on the [GlobalView Gateway Interface Configuration](#) user interface. A Reverse Global ID Switch exists however this switch **must not** be used since it will have adverse impacts on Reconciliation reporting.

Group	Sem.abbr.	Value abbr	Description
ZXADP	PWLEG	8	Password length for MyView reset per client
ZXADP	RFCRCL		X to invoke RFC# calc. for IT0185-ICNUM subtype 02
ZXADP	RVGID		Reverse G2 Global ID Setting
ZXADP	SCHMRR	6	number of months of retention for saved Schemas
ZXADP	SCHMV	6	number of versions of retention for saved Schemas
ZXADP	TERMD	1	No of day to be subtracted from TERM date (Winflex)
ZXADP	TRANS		Allow Transformation of Workday Foundation Objects
ZXADP	TSQTD		ADP Time Statement Window AB quota display switch
ZXADP	USTL	X	Activate Tax Locator (US)

GrNam	SemID	Settings
ZXADP	RVGID	X = Active Blank= switch not in use.

## ZXADP | BTCER Batch Errors Webservice Switch

Activate the Batch Errors Webservice feature switch in GlobalView table T77S0:

Client	Group name	Semantic abbr.	Value sem.abbr.	Explanation
002	ZXADP	BTCER	X	Batch Error's back to Workday

GrNam	SemID	Settings
ZXADP	BTCER	X = Active Blank= switch not in use.

## ZXADP | EXPYA - External Payroll Area

The EXPYA switch is required for the [Initial Data Load](#), [ExPR](#), [PaySlips](#), and [Global Payroll Reconciliation](#) integration features. Originally the switch was intended for clients with configuration mapping multiple Workday Pay Groups into a common GV Payroll Area *however this switch should be activated for all clients* regardless of how the pay group to payroll area mapping is configured. After EXPYA is activated, the incoming Workday Pay Group values are automatically updated to the new GlobalView IT0001 field called “External Payroll Area”.

Activating switch EXPYA must be made in PDx and transported to PQx and PPx.

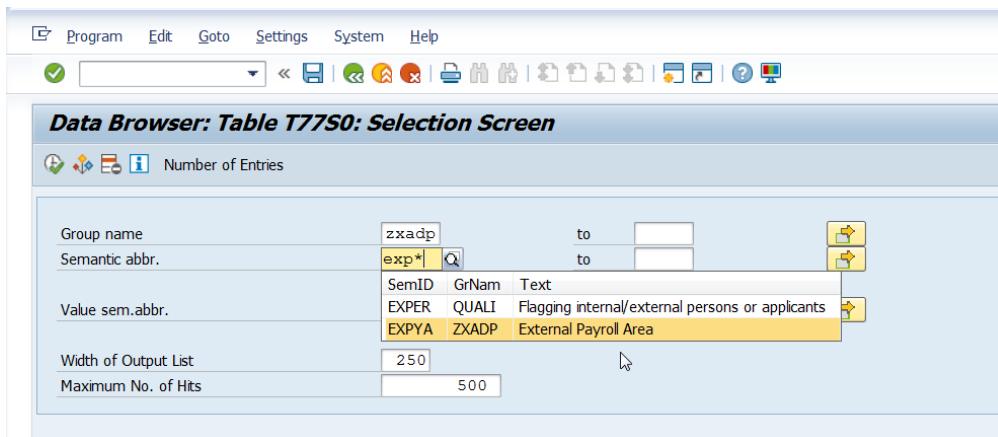
The screenshot shows a Fiori application interface for personnel management. At the top, there are several input fields: Pers. No. (8013643), Pers.Assgn (Great Britain (08) GB Personnel Area 1 Lo...), Personnel No (8013643), Name (Ms Miriam Grande), Personnel ar (G010 GB Personnel Area 1), EE group (1 Perm. / Active - FT), PS group (GRD01), Status (Active), Start (02.01.2019), to (31.12.9999), Chng (14.01.2019), and XSSADMIN. Below this is the 'Enterprise structure' section with CoCode (0800), Pers.area (G010), Subarea (0010), Cost Ctr (ADP0800001), and Cost Center (GBR Cost Center 2). The 'Personnel structure' section includes EE group (1), EE subgroup (G6), Payr.area (G0), and Contract (GB - Monthly). The 'Organizational plan' section lists Position (50000226), Job key (00000000), Org. Unit (00000001), and Org.key (G010ADP0800001). To the right of the organizational plan is an 'Administrator' section with fields for Group (0800), PersAdmin, Time, PayrAdmin, and Supervisor. At the bottom is the 'Additional fields' section, which contains the 'External Payroll Area' field with the value 'GPC-GB-MO' highlighted by a red arrow.

PECI transformation continues applying mapping logic and the Pay Group value is passed in G2 updating the new IT0001 External Payroll Area field. When used in combination with the [Initial Data Load](#) feature this switch automatically captures and updates the incoming Workday pay group as the GlobalView External Payroll Area field.

For existing clients refer to the [Updating External Payroll Area Tool](#) instructions in the Ancillary Tools chapter (ZZABK\_EXT) values.

**Global Switch:** Group=ZXADP | Sem. Abbr.=EXPYA | Value Abbr = X

GrNam	SemID	Settings
ZXADP	EXPYA	<p>X = Active</p> <p>Blank= switch not in use.</p> <p>NOTES:</p> <ul style="list-style-type: none"> <li>• Do not use if the conditional mapping is configured based on the company code.</li> <li>• Activate in PDx and transport to PQx and PPx</li> </ul>



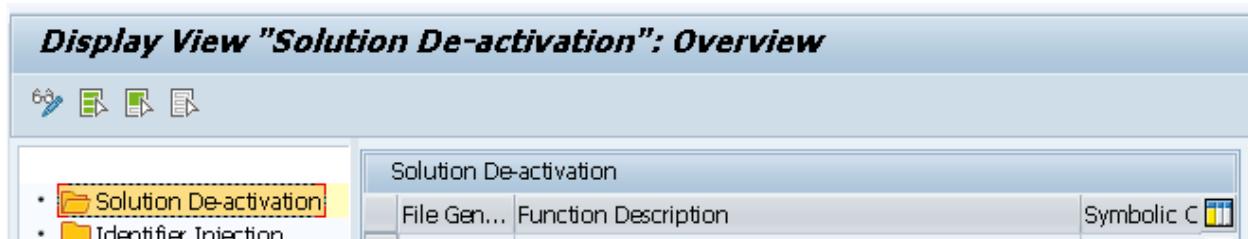
for existing clients Refer to [Required Settings](#) in the Global Payroll Reconciliation section for details about SSL updates required to add employee External Payroll Area. The [Initial Data Load](#) feature automatically captures and updates the incoming Workday pay group as the GlobalView External Payroll Area field.

## Deactivate Integration G2 features at the country level for a client

**Use Case:** Client ‘ABC’ does not want to use the end date enhancement for country Singapore.

Area Menu: ZCON→ G2 → Configuration

**Step 1:** Select G2 Solution de-activation



Click on Maintain entries

Maintain the column 1 as PECI (solution the client is implementing for that country)

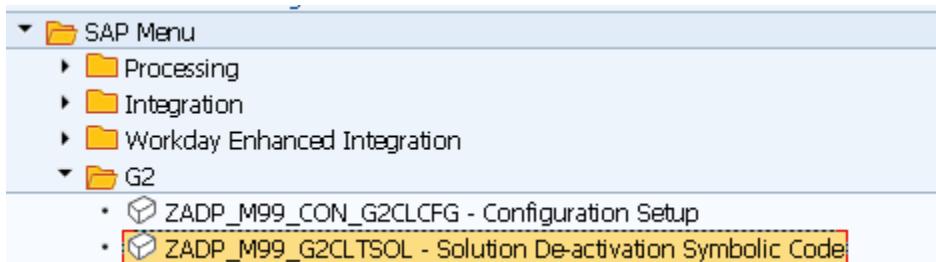
Maintain column 2 as END DATE from drop-down

Maintain Column 3 – Assign a symbolic code, say ‘1000’ (can be any 4-char alfa numeric code).

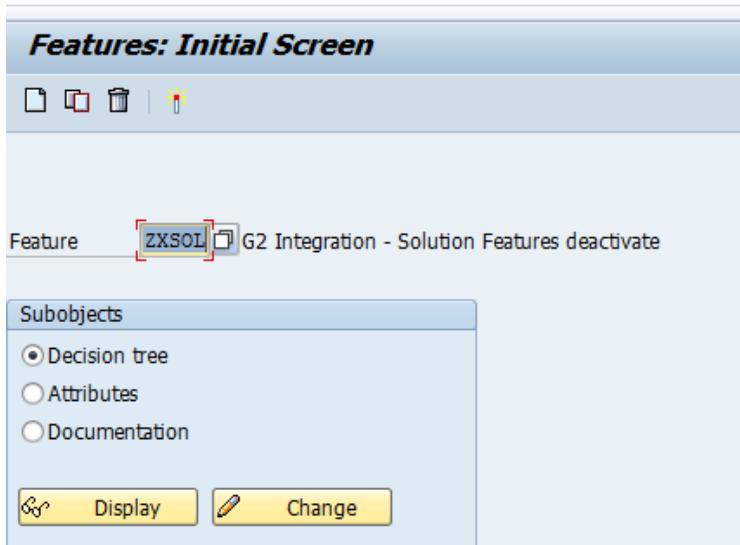
G2 Integration - Solution De-Activation at client level		
File G...	Function Description	Symbolic C
PECI	ENDDAT WDAY END DATE ADJUSTMENT	1000

## Step 2:

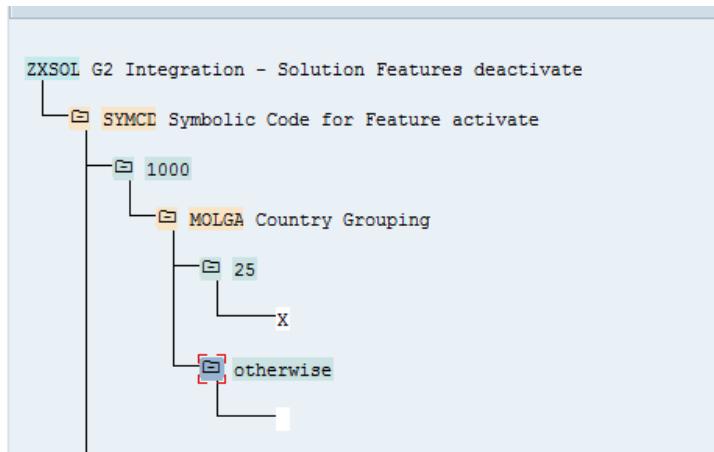
Select deactivation symbolic code



## Modify the feature ZXSOL



For Symbolic code 1000 as maintained in the previous step maintain the details as below



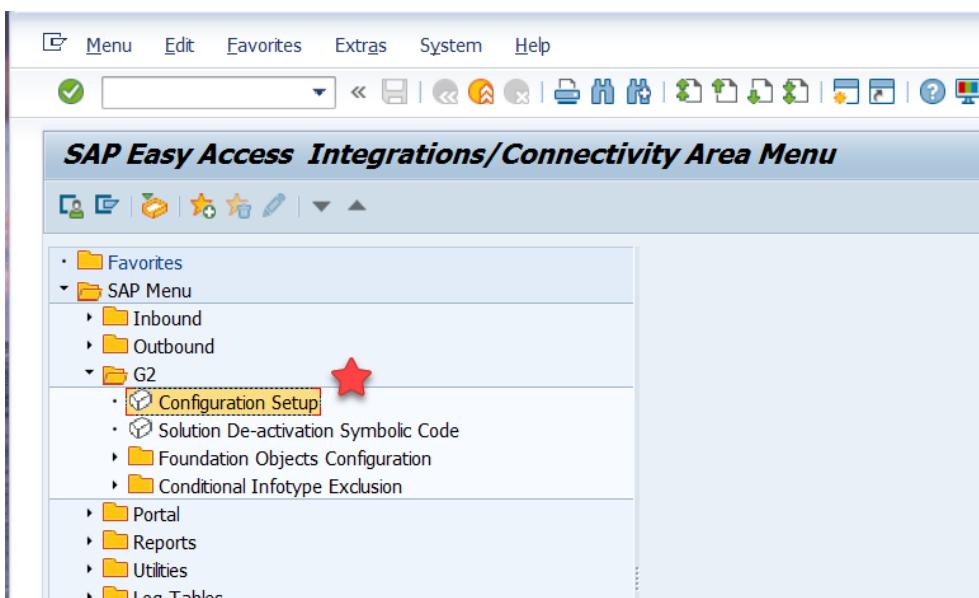
Example: if the return value is 'X' the solution end date enhancement would be de-activated for that client country combination.

## ZCON Integration Settings

### Integration G2 Feature Settings

These features rely on the data in the GlobalView database and apply the Infotype business rules while processing the current G2 file. The G2 integration features can be view under the ZCON menu

ZCON → SAP Menu → G2 → Configuration Setup



The screenshot shows the SAP Easy Access Integrations/Connectivity Area Menu. The left sidebar navigation tree is expanded to show the G2 folder, which contains several sub-options. One option, 'Configuration Setup', is highlighted with a red box and a red star. The main area of the screen displays a table titled 'Display View "Solution De-activation": Overview'.

File Gener...	Function Description	Symbolic C
GPI	WDAY ERROR LOGGING	111
PECI	WDAY ERROR LOGGING	2000
PECI	WDAY IT0009 ENHANCEMENTS	1001
WDAY	WDAY END DATE ADJUSTMENT	5500

## G2 Integration solution activation at Global Level:

This table is maintained by product development and contains all G2 level features available for each integration.

The file generation identifies the solution: PECI = Workday integration vs. GPI = Oracle integration.

The Reprocess column controls handling integration data when reprocessing locked records (after the lock is released). A check means the selected function is triggered when reprocessing locked records.

A full list of features follows in the next table.

Change View "G2 Integration Solution activation at Global level": Over		
File Generati...	Function Description	Reprocess
GPI	WDAY ACTION CODE CONVERSION	<input checked="" type="checkbox"/>
GPI	WDAY DATE ALIGNMENT	<input type="checkbox"/>
GPI	WDAY ERROR LOGGING	<input type="checkbox"/>
GPI	WDAY FOUNDATIONAL OBJECT TRANSFORMATION	<input type="checkbox"/>
GPI	UPDATING GGLOAD ID IN INTEGRATION LOG TABLE	<input type="checkbox"/>
GPI	GVS PAYROLL AREA	<input type="checkbox"/>
GPI	WDAY IDENTIFIER ENHANCEMENT	<input type="checkbox"/>
GPI	WDAY IT0007 ENHANCEMENTS	<input type="checkbox"/>
GPI	WDAY IT0008 NEW ENHANCEMENT	<input type="checkbox"/>
GPI	WDAY IT0009 ENHANCEMENTS	<input checked="" type="checkbox"/>
GPI	ORCL PAY ELEMENTS CORRECTIONS	<input type="checkbox"/>
GPI	WDAY TERM AUTO_DELIMIT REVERSAL	<input type="checkbox"/>
GPI	WDAY TRANSFORMATION LOGGING	<input type="checkbox"/>
PECI	WDAY ACTION CODE CONVERSION	<input checked="" type="checkbox"/>
PECI	WDAY DATE ALIGNMENT	<input type="checkbox"/>

### Solution Features Table:

This is the list of available integration features at a G2 level activated by default. See the next section for instructions to deactivate at the client level.

Function Code	Function Description	Function Purpose	Applicable for PECL
ACTION	WDAY ACTION CODE CONVERSION	<p>This function manages the conversion of hire to re-hire, correction and rescinds from Workday</p> <p><b>Example:</b> If an employee is terminated in GlobalView and he needs to be re-hired in GlobalView (i.e. action code 12 to be used instead of 01 for infotype 0000) this feature needs to be activated. Refer more details below</p>	√
DELORD	WDAY DEL OPERATION OVERRIDE	<p>This function manages the DEL records during the new hire.</p> <p><b>Example:</b> During a hiring process in the HR system (in this case Workday), some of the allowances might be corrected or address records might be updated. The PECL file would then report the corrected record or a delete record which would be then constructed as a corresponding G2 record with 'DEL' operation. By default, the following infotypes are identified for the above use case.</p> <ul style="list-style-type: none"> <li>0006 Addresses</li> <li>0014 Recurring Payments/Deductions</li> <li>0015 Additional Payments</li> <li>0027 Cost Distribution</li> <li>0185 Personal IDs</li> </ul>	√
ENDDAT	WDAY END DATE ADJUSTMENT	<p>This function ensures that records from files do not overwrite later records that already exist in the database.</p> <p>Note: This enhancement applies only for PICOF, which is a top of the stack connector.</p>	
ERRLOG	WDAY ERROR LOGGING	<p>This function loads records of type WDTJE generated by Talend into a custom error log table for reporting to clients.</p>	√
FNDOBJ	WDAY FOUNDATIONAL OBJECT TRANSFORMATION	<p>This function translates HROBJ objects from WD codes to GlobalView number range values and stores the mapping in a table for future reference. See Confluence Job Aid sections for Foundation Objects:</p> <p>PECI:  <a href="https://confluence.es.ad.adp.com/display/eul/PECI+Job+Aids">https://confluence.es.ad.adp.com/display/eul/PECI+Job+Aids</a></p> <p>PICOF:  <a href="https://confluence.es.ad.adp.com/display/eul/PICOF+Job+Aids">https://confluence.es.ad.adp.com/display/eul/PICOF+Job+Aids</a></p>	√
GLOBALVIEW PAR	GlobalView PAYROLL AREA	<p>This function determines whether an employee is paid by GlobalView or Streamline.</p>	√

Function Code	Function Description	Function Purpose	Applicable for PECL
IDENTI	WDAY IDENTIFIER ENHANCEMENT	This function manages the insertion of fields into other infotypes based on a configuration table. See Confluence Job Aid sections for Configuration: <b>PICOF:</b> <a href="https://confluence.es.ad.adp.com/display/eul/PICOF+Job+Aids">https://confluence.es.ad.adp.com/display/eul/PICOF+Job+Aids</a>	✓
IT7ENH	WDAY IT0007 ENHANCEMENTS	This function creates a copy of infotype 0008 when infotype 0007 changes and determines if the solution is coupled or not.	✓
IT8ENH	WDAY IT0008 ENHANCEMENTS	These functions manage the insertion of Compensation infotype 0014 wage types into infotype 0008. <b>PICOF:</b> <a href="https://confluence.es.ad.adp.com/display/eul/PICOF+Job+Aids">https://confluence.es.ad.adp.com/display/eul/PICOF+Job+Aids</a>	✓
IT9ENH	WDAY IT0009 ENHANCEMENTS	This function manages the start date and allocation subtype of infotype 0009 records. <b>Example:</b> This function determines the main bank and other banks based on the fields received from the Workday PECL file. Note: It should be deactivated for GDMS countries. Refer Deactivation process in the below section.	✓
OTOPEN2	WDAY OTP CORRECTIONS AND RESCINDS 2	This function manages the <a href="#">IT0015 Corrections and Deletion for PECL</a> Refer Details below	✓
REHIRE	HIRE TO REHIRE CONVERSION	This function changes action type 01 to action type 12 for employees who already exist in the system.	
TERMRE	WDAY TERM AUTO_DELIMIT REVERSAL	The function manages the delimitation and re-extension of records if the termination is reversed (i.e. the employee becomes active)	✓
TRALOG	WDAY TRANSFORMATION LOGGING	This function loads records of type WDTJL generated by Talend into a custom transformation log table for reporting to clients.	✓
TRAMGT	WDAY MULTI TRANSFER ID MANAGEMENT	This function manages the Global ID instances where an employee has been transferred numerous times. <b>Example:</b> Wherever it is required to terminate and hire an employee within a country and into other legal entities	✓

## Integration Configuration File Setup

Integration features can be viewed under the ZCON area menu: SAP Menu → Inbound → Configuration File Setup

Each country/solution has a set of configurations tailored to the client's which are detailed later in this document:

- [Conditions](#)
- [Constants](#)
- [Controls](#)
- [Exclusions](#)
- [Switches](#)
- And [Value Mapping](#).

A few important settings are called out here. Also, refer to the [Date Mapping: One to many \(1: n\)](#) under IT0041.

**Display View "Country Solution": Overview**

The screenshot shows a SAP Fiori application interface. On the left, there is a 'Dialog Structure' tree view with the following items under 'Country Solution': Switches, Constants, Conditions, Controls, Exclusion, and Value Mapping fields (which contains Value Mapping Transform). On the right, there is a table titled 'Country Solution' with two columns: 'CGrpg' and 'Solution'. The data in the table is as follows:

CGrpg	Solution
01	_SSL
01	ORCL_GPI
01	WD PECI
02	WD PECI
03	WD PECI
04	ORCL_GPI
04	WD PECI
05	WD PECI
06	ORCL_GPI
06	WD PECI
07	ORCL_GPI
07	WD PECI
08	ORCL_GPI
08	WD PECI
09	WD PECI

### Go-Live Date

All dates received from Workday earlier than this date will be set to the date configured in control 'GOLIVEDATE' (See under Controls) and a message generated. (See WDTJE message 40 "The effective date of infotype & has been changed to the go-live date. ").

The screenshot shows the 'Dialog Structure' window for a 'Country Solution'. The tree view on the left lists 'Switches', 'Constants', 'Conditions', 'Controls' (which is selected), 'Exclusion', and 'Value Mapping fields'. Under 'Value Mapping fields', there is a folder 'Value Mapping Ti'. On the right, the 'Ctry Grouping' field is set to 25 and the 'Solution' field is set to WD PECI. Below these, a table titled 'Controls' is displayed with one row:

Seq. Nr	Control Name	Condition Code	Control Value
2	GOLIVEDATE		20170501



Refer to [PECI/Initial Data Load Configuration](#) in the Initial Data Load section for details about the PECI-based data migration tool.

### ***Usage of the order number***

One of the key fields in the G2 structure is ORDNO, which would allow the records to be loaded in the sequence of the order number. There are instances where we receive 'DEL' records and 'INS' for the same infotype with the same effective date. The PECI sends the effective timeline and the sequence of the events in Workday by sending the sequence number. The same would be mapped to ORDNO in the G2 file for all the infotypes via Talend in order for the G2 to process the records sequentially in GlobalView.

### ***Language Settings***

Some countries depend on the language settings at an employee or administrator level, so employee payslips, other statutory forms are generated correctly.

Language can be set one of three ways:

1. The preferred language for employees with a Workday user ID comes from their user profile. This language preference is also stored in GlobalView as the employee's preferred language.
2. The preferred language for employees without a Workday user ID comes from the GlobalView setting default for
  - a pre-defined language/country
  - or the GlobalView administrator's language
3. To default language preference at a country level, use the ZCON configuration Constant: DEFSPRSL\_IT0002.

The following configuration should be performed at the client dependent layer for a given country.

**Constant Name:** DEFSPRSL\_IT0002

**Constant Value:** Language required at the country level. Refer table T002 for language to be maintained in the constant value.

The screenshot shows two SAP application windows. The top window is a 'Dialog Structure' editor for a 'Country Solution'. It displays a tree view under 'Country Solution' with nodes: Switches, Constants (highlighted in yellow), Conditions, Controls, and Exclusion. To the right, settings for 'Ctry Grouping' (set to 26) and 'Solution' (set to WD PECI) are shown, along with a table titled 'Constants' containing one entry: Constant Name = DEFSPRSL\_0002 and Constant Value = E. The bottom window is a 'Data Browser: Table T002 Select Entries' window. The title bar shows '42' entries. The table has columns: Language, Language S..., Degree of Tran..., Lng ISO, and Name of Language. The data rows are as follows:

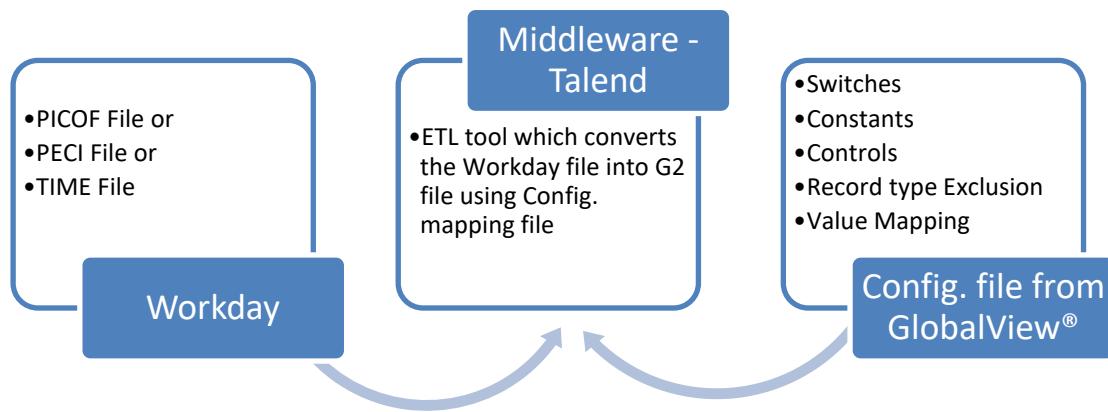
Language	Language S...	Degree of Tran...	Lng ISO	Name of Language
0	S	0	SR	Serbian
1	D	0	ZH	Chinese
2	M	0	TH	Thai
3	D	0	KO	Korean
4	S	0	RO	Romanian
5	S	0	SL	Slovenian
6	S	0	HR	Croatian
7	S	4	MS	Malaysian
8	S	0	UK	Ukrainian
9	S	0	ET	Estonian
A	L	0	AR	Arabic
B	L	0	HE	Hebrew

Implementation team to determine the default admin language at the start of the implementation.

## Integration Configuration: Environment and File Generation

In addition to this section, refer to the [GlobalView Processes](#) chapter for important configuration topics.

Workday Integration solution uses Talend middleware to transform the Workday PICOF/PECI/Time XML file into a G2 file using Configuration mapping file. Configuration mapping file consists of mapping between Workday values and GlobalView values.



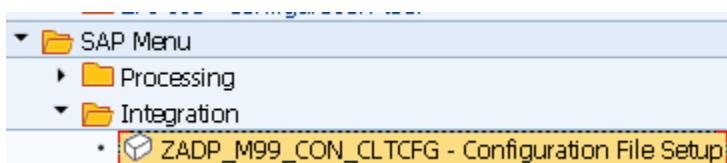
### Types of Configuration

Switches	Constants	Controls	Exclusion	Value Mapping
<ul style="list-style-type: none"> <li>Switches are defined at the template level with their accepted values</li> <li>Only entries from the templated list of values may be selected for each switch at the</li> </ul>	<ul style="list-style-type: none"> <li>Constants and their values are defined globally at the template level</li> <li>All constants can be overwritten at the client/country level.</li> </ul>	<ul style="list-style-type: none"> <li>Controls are defined at the template level</li> <li>Control Values needs to be defined at the client/country level</li> <li>Conditional mapping is allowed</li> </ul>	<ul style="list-style-type: none"> <li>Infotypes/Other master data record types can be configured at client/country level to instruct Talend to exclude them from G2 file</li> <li>Exclusion can be done at the Subtype level</li> </ul>	<ul style="list-style-type: none"> <li>Workday Values can be mapped with GlobalView values at client/country level</li> <li>Conditional mapping is allowed</li> </ul>

client/country level.

## Navigation

Go to Area Menu ‘ZCON’ → Integration → ZADP\_M99\_CON\_CLTCFG - Configuration File Setup



## Solution ID

The screenshot shows the 'Display View "Country Solution": Overview' dialog. On the left, there is a 'Dialog Structure' tree view with 'Country Solution' selected. This selection is highlighted with a yellow background. The tree includes nodes for Switches, Constants, Conditions, Controls, Exclusion, and Value Mapping fields, with Value Mapping Tr expanded. On the right, there is a table titled 'Country Solution' with two rows:

CGrp	Solution
01	WD PICOF
25	WD PECI

Configure Country Integration Solution based on the solution chosen by the client in that country. The possible values are

Solution	Usage
WD PICOF	Workday PICOF Integration
WD PECI	Workday PECI Integration
ORCL GPI	Oracle GPI Integration

## Switches

Choose Country & Solution and then Click on Switches table

CGrp	Solution
01	WD PICOF
25	WD PECI

Go to the 'Switch Name' field and Select the Switch Name from F4 help and save.

Switch Name	Switch Value
GLOBALID	P0032
GLOBALID	P0709
POSITION	JOB_PROFILE
POSITION	POSITION_ID
TERMHIRE	ON

**Note:** Switch Values shouldn't be changed.

Example:

The help topic (F4) for the GLOBALID switch discusses the possible P0032 & P0709 choices which must be based on the client's requirements.

## List of Switches and their purpose

Switch Name	Country-specific	Values	Use
ACTIONREASON_IT0000	Yes	ON	This switch is to generate IT0000 whenever there is a change in IT0001 fields Personnel Area, Personnel Subarea, Employee Group, Employee Subgroup, Cost Centre, Position, Job, Organisation Unit, Business Area, Work Contract and Organization Key i.e., a prior value exists in any of the fields mentioned above with staffing event as 'DTA' with MASSN(Action) = 02 and MASSG (Action Reason) = value mapping of 'Job_Change_Reason'.
ADDRESS_USAGE	Yes	ON	If the Switch is set to ON, based on the value mapping for the ADP field name 'Usage_Type {Address}', then multiple address subtypes are collected from the single address section in the PECI file.
BR_IT0004_IT0033  (Only for Brazil)	YES	ON	This would allow creating IT0033 with subtype BR01 automatically as on when IT0004 created
DROP_HIREDATECHANG E	Yes	ON	Refer to the <a href="#">Block HIRE /TERM corrections or Rescinds</a> section.

Switch Name	Country-specific	Values	Use
DROP_PAYTHROUGH	Yes	ON	A new switch is developed to allow consultants to specify that they want Talend to drop all records where the Pay_Through_Date is less than or equal to GOLIVE DATE. It is important to set the value to ' <b>ON</b> ' during the initial data load and then <b>remove it</b> thereafter.
DROP_TERMDATECHANGE	Yes	ON ALL	Refer to the <a href="#">Block HIRE /TERM corrections or Rescinds</a> section.
DROP_TERMDATECHANGE		ON	All records associated with either of these conditions are dropped and an error is written to the G2 log file. <ul style="list-style-type: none"> <li>• TERM-R</li> <li>• TERM-R &amp; TERM</li> </ul>
ESSU	YES	EMPLOYEE_ID WORKDAY_ACCOUNT	This would allow creating IT0105 with Subtype ESSU with EMPLOYEE_ID (Global Id) or WORKDAY_ACCOUNT

Switch Name	Country-specific	Values	Use
FULL_SNAPSHOT	Yes	ON	A new switch is developed to allow consultants to specify whether full snapshot files should be supported. It is important to set the value to ' <b>ON</b> ' during the initial data load and then <b>remove it</b> thereafter to prevent any full snapshot files from being loaded after the initial data load.
GLOBALID	Yes	P0709 P0032	Instructs Talend to generate either infotype '0709' records or infotype '0032' records whenever a change is required to the Workday ID.
IT0003_PAYDATE	Yes	ON	This switch is required for generating infotype 0003 for terminated employees in the Other infotypes G2 file.
IT0105_9MOB	Yes	EMPLOYEE_ID WORKDAY_ACCOUNT	This creates IT0105 with Subtype 9MOB with EMPLOYEE_ID (Global Id) or WORKDAY_ACCOUNT
IT41_PAYTHROUGHDATE_ADD_OFF	Yes	ON	When the SWITCH is 'ON', Talend will not add '+1' to the 'Pay_Through_Date' while generating IT0041.
IT41_TERMINATIONDATE_ADD_OFF	Yes	ON	When the SWITCH is 'ON', Talend will not add '+1' to the 'Termination_Date' while generating IT0041.

Switch Name	Country-specific	Values	Use
JOB		Job_Profile Position_ID	Identifies how to update IT0001 and T528B when updating the GlobalView JOB field. See <a href="#">HROBJ (T528B) &amp; IT0001 - Position and Job</a> for details.
LOARFL	YES	Blank Value 0000 2001 0000+2001	The value of this switch decides the generation of Infotype 0000 and 2001 records  Blank Value = Does not generate either IT0000 or IT2001  0000: Generates Infotype 0000 2001: Generates Infotype 2001 0000+2001: Generates both Infotype 0000 and 2001 records Refer to examples in section <a href="#">Configuration for LOA and RFL</a> .

Switch Name	Country-specific	Values	Use
LOARFL_DATA	YES	Blank Value  ALL  MD  PAY	The value of this switch decides which data will be processed when LOA/RFL present in the file  Blank: Suppressed all data changes  ALL: All data changes are processed  MD: Talend processes all master data related changes, but suppresses pay data (infotypes 0007 0008, 0014, 0015 and workers comp data)  PAY: Talend processes all pay data related changes (infotypes 0007 0008, 0014, 0015 and workers comp data), but suppresses other master data  Refer to examples in section <a href="#">Configuration for LOA and RFL</a>
MGRLK_EFFECTIVEDATE	Yes	ON	This switch is required to generate a separate record using MGRLS record type for future-dated MLT
NONPRORATA_COMP	Yes	ON	ON = IT0014 Amount for Compensation Earnings and Deductions is derived from the Non-Prorated Amount field, rather than the Amount field.

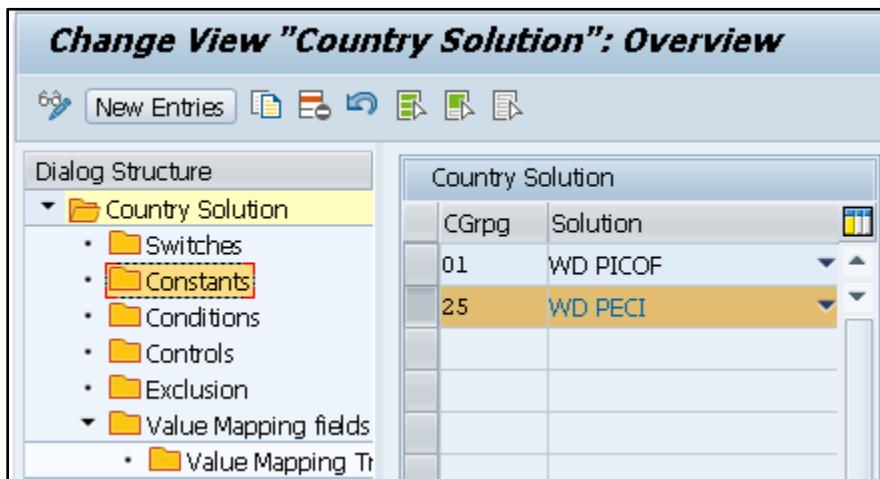
Switch Name	Country-specific	Values	Use
PAY_GROUP_ID	YES	ON	When Switch is ‘ON’ Talend will collect the external Payroll Area ID (Pay Group) required for the Batch Errors Web Service feature.
POSITION	Yes	<blank> JOB_PROFILE POSITION_ID	<p>Identifies how to update IT0001 and T528B when updating GlobalView Position field. See <a href="#">HROBJ (T528B) &amp; IT0001 - Position and Job</a> for details.</p> <p>Note-&gt; This switch does not take effect for the Czech Republic as the position is directly mapped to field PLANS and Job_Profile is mapped to STELL&gt;</p> <p>NOTE: Value “ALL” is no longer supported.</p>
RFL_DROPREASON		ON	If there is a need to drop the leave reason being collected into IT0000 during RFL, then this switch should be set to ON.
SG_FULLNAME	Yes	ON	<p>Singapore:</p> <p>When activated updates the values from PECI tag ‘Full_Name_Malaysia_Singapore’ to P0002-NACHN and P0002-VORNA</p> <p>See <a href="#">Singapore – Full Name</a>.</p>

Switch Name	Country-specific	Values	Use
TERM_ACTION_OVERRIDE (Australia only)	Yes	ON	<p>This would allow the termination action to be overridden for PECL staffing events TERM-R / TERM-C for Australia only. For other countries, there would be no effect of this switch.</p> <p>Allowed action codes for AU if the switch is set to ON</p> <p>TERM-R – QB only</p> <p>TERM-C - QA only</p>
TERM_REHIRE_CONSECUTIVE_DAY	Yes	ON BLOCK BLANK	See <a href="#">Termination and Rehire on consecutive days</a> section for details.
TERMHIRE	Yes	ON	<p>When the switch is not present in the configuration file, Talend manages in-country transfers that lead to terminations and hires without the temporary changes to the Global ID.</p> <p>When set to ‘ON’, manages in-country transfers that lead to terminations and hires with the temporary changes to the Global ID.</p> <p>When the setting in this switch does not align with the PCI/PCO configuration, Talend should generate a configuration error message (see message number 3 in the Messages section).</p>

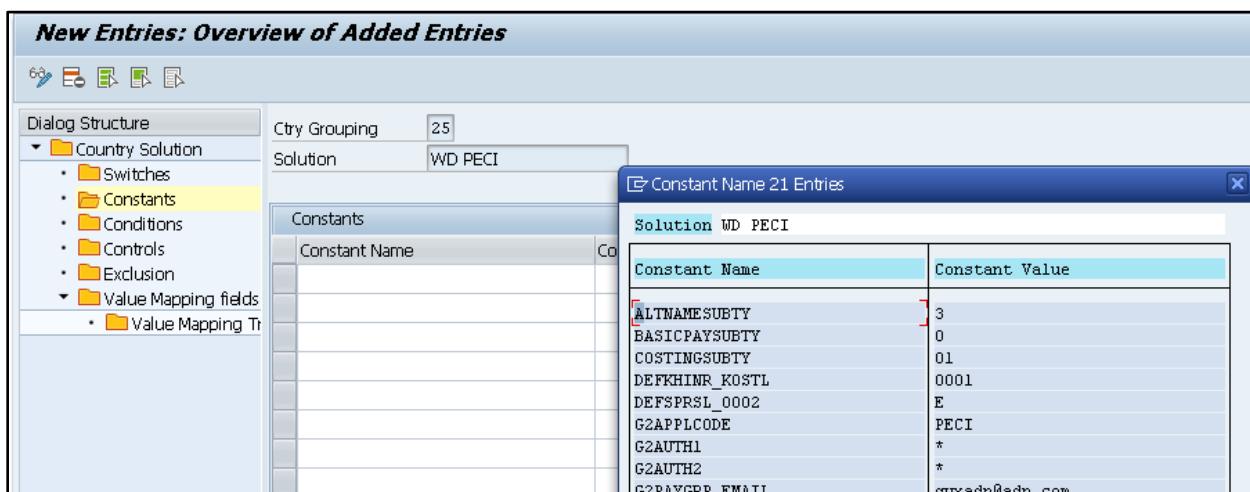
Switch Name	Country-specific	Values	Use
TERMREASON_CHANGE	Yes	ON	ON = IT0000 will be collected whenever there is a change in primary termination reason or local termination reason
WCC_OBJECT	Yes	POSITION -or- JOB	USA and Canada  This switch identifies how to update T5KWB(Canada) and T5U28(USA)  See <a href="#"><u>WCC_OBJECT (T5KWB)-Canada</u></a> and <a href="#"><u>WCC_OBJECT (T5KWB) -the United States</u></a> for details

## Constants

Choose Country & Solution and then Click on Constants table



Go to 'Constant Name' field and Select the Constant Name from F4 help and save



**Note:** Constant Values can be overwritten with client/country expected values.

### List of Constants and their purpose

Constant Name	Area	Values	Use
ALTNAMESUBTY	Default Subtype	3	Subtype for infotype 0182

Constant Name	Area	Values	Use
<b>BANK</b> <b>MAINBANKSUBTY</b>	Default Subtype	0	Main Bank Subtype.
BASICPAYSUBTY	Default Subtype	0	Subtype for infotype 0008
BRDEFSBGRU_IT0004	Default Value	37	Default ‘Challenge Group’ in IT0004 for Brazil
COSTINGSUBTY	Default Subtype	01	Subtype for infotype 0027
CZJOBCODESUBTY	Default Value	9T01	Value of subtype for which IT0105 should be collected for “Trexima: Job statistical code CZ-ISCO”
DEFBANKL_IT0009	Default Value		Default Bank ID value. See <a href="#">Updating Bank Details – Argentina</a> .
DEFCON_IT0009	Field Default Value	0138	Default value for ISR Subscriber Number (ESRNR)
DEFGBDEP_IT0002	Default Value	99	This is required to determine default State(GBDEP) in IT0002.
DEFGBDEP_IT0006	Field Default Value	99	Default value for Address Region for cross border addresses

Constant Name	Area	Values	Use
DEFKHINR_KOSTL	Field Default Value	0001	The default value for Standard Hierarchy Area  Note: Should there be conditional mapping then use control 'STANDARDHIERARCHYAREA' rather than this constant.
DEFSPRSL_0002	Field Default Value	E	Used to default language in IT0002 and can be overwritten per country
DEFSPRSL_IT0002			Country-level language setting Refer table T002 for available languages
DEFWAERS_KOSTL	Default value	*	Default value for Currency Key – WAERS in CCRMD record
G2APPLCODE	G2	PECI	G2 File Generation System Code. Used in the file header
G2AUTH1	G2	*	
G2AUTH2	G2	*	
G2PAYGRP_EMAIL	G2	GlobalViewxadp@adp.com	G2 Client Contact Email address. Used in the file header

Constant Name	Area	Values	Use
G2PAYGRP_PERSON	G2	GLOBALVIEWA DP Support team	G2 Client Contact Name. Used in the file header
G2PAYGRP_PHONE	G2	99-9999-9999	G2 Client Contact Phone Number. Used in the file header
G2RUNTY	G2	P	
G2USERID	G2	GLOBALVIEWX ADP	G2 User ID. Used in the file header
G2USERNM	G2	GlobalView Template System	G2 Username. Used in the file header
G2VERNO	G2	01	Used to build the G2 header record. Always set to “01”
HIGHDATE	Generic Default value	99991231	Default high date
IDL_TERMACTION	G2	IJ	This constant is enabled only when the terminated employees are required to be loaded with action IJ - Data Load (hiring-withdrawn). In case this constant is enabled, the G2 file needs to be loaded with load type “Normal” for terminated employees.

Constant Name	Area	Values	Use
IT0015_OTPID_DATE	Default value	yyyymmdd	Configured only when a country uses the <a href="#">OTPID</a> solution. The date must be the solution's go-live date. Otherwise, the original OTP solution will be in effect.
LANGUAGE	Generic Default value	EN	Default Language
LOWDATE	Generic Default value	18000101	Default low date
MGRLKTYPEDEF	Default Subtype	MAIL	Default Manager Type for Manager Link Table
MGRLKTYPELEAV	Default Subtype	LEAV	Default Leave Manager Type for Manager Link Table.
MX_IMSSTYPE,	Default Value	1	Required to store Mexico Social Security Data in IT0369 instead of IT0185. This constant is used to generate the IMSS relation value.
ORG_TYPE_COST_CENTER	Default Value	COST_CENTER	This is required to determine the Cost Center organization in the PECL file.

Constant Name	Area	Values	Use
ORG_TYPE_SUPERVISORY	Default Value	SUPERVISORY	This is required to determine the organization unit type organization in the PECI file.
RUDEFSBGRU_IT0004	Default Value	RU	Default ‘Challenge Group’ in IT0004 for Russia
THENGLISHSUBTY	Default Value	9J00	This is required for Thailand (only GDMS clients) to collect address in English
XKOSTL_REMOVELEADCHAR	G2	Any number	This constant value defines the number of leading characters stripped by Talend from the cost center value for generating CCRMD, PSREF, P0001 and P0027 records. The fields depend on this switch value:  CCRMD-KOSTL, PSREF-KOSTL, P0001-KOSTL, and P0027-KOSTL.

## Controls

### List of Control and their purpose

Control Name	Use
BR_IT0009_NEW	See <a href="#">Bank Control Key(BKONT)</a> under IT0009 (formerly BR_BKONT_NEW and BR_BKONT_NEWLOGIC)
CA_WCGPERCENTAGE	This control provides Talend with the value to be used for the Workers Classification Group-Percentage (T5KWB-PERCT). See <a href="#">Workers Compensation – Canada</a> section.
CONTROLLINGAREA	This control provides Talend with the value to be used for the Controlling Area (KOKRS). When CCRMD records are created, this control provides a constant value for the Controlling area field (KOKRS).
DROPTERMDATE	This control is used in Initial data load Full Snapshot data conversion “To drop all employees” who were terminated before a specified date (YYYYMMDD).
GOLIVEDATE	This control provides Talend with a go-live date. All dates received from Workday earlier than this date will be changed accordingly and a message generated. (See message 23 in the Messages section)

Control Name	Use
LOA_LEAVE_REASON	<p>This control defaults the leave reason in IT0000 whenever the leave reason is not received from Workday. The reason can vary based on the leave type if a CONDITION configuration is used.</p> <p>Applicable for LEAVE related actions:</p> <ul style="list-style-type: none"> <li>• LOA</li> <li>• LOA-C</li> <li>• LOA-R</li> <li>• RFL</li> <li>• RFL-C</li> <li>• RFL-R</li> <li>• and CONT-LOA</li> </ul>
MX_MUNICIPALITY	For Mexico, Municipality code is required in Address(IT0006), so this control can be used to derive based on State and City fields.
STANDARDHIERARCHYAREA	This control defaults the value of field Hierarchy Area CCRMD-KHINR
TH_TITLEFORALNAM	This control provides Talend with Title in local language which is required for IT0182 Alternate Name
TRFTERMREASON	<p>This control allows the user to define the termination reason for the following scenarios:</p> <ol style="list-style-type: none"> <li>a. IA transfer (PCO + Permanent IA)</li> <li>b. Wherever company code transfer is considered as termination and new hire (Mapping PCO – 10 and PCI - 01 )</li> </ol>

## Conditions

Controls and Value Mapping can be conditionally configured and, in those scenarios, ‘Conditions’ need to be defined

### Example

If Control ‘CONTROLLINGAREA’ value will vary based on the payroll area in GlobalView then define conditions for associated payroll areas and use them while configuring ‘CONTROLLINGAREA’

Choose Country & Solution and then Click on Conditions

CGrp	Solution
01	WD PICOF
25	WD PECI

Define a condition with a meaningful name like below

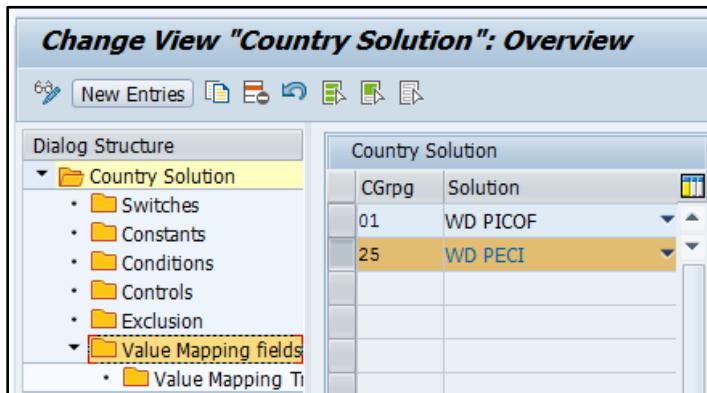
Seq. Nr	Condition Code	ADP Field Name	Source Value
1	C25_PArea_RS	Pay_Group_Code (Summary)	RS

**CONDITION: Leave\_of\_Absence\_Type** – Refer to information under the [Leave of Absences \(LOA\) / Return from Leave \(RFL\)](#) section

- Configuration Step 3
- Example 1: IT0000

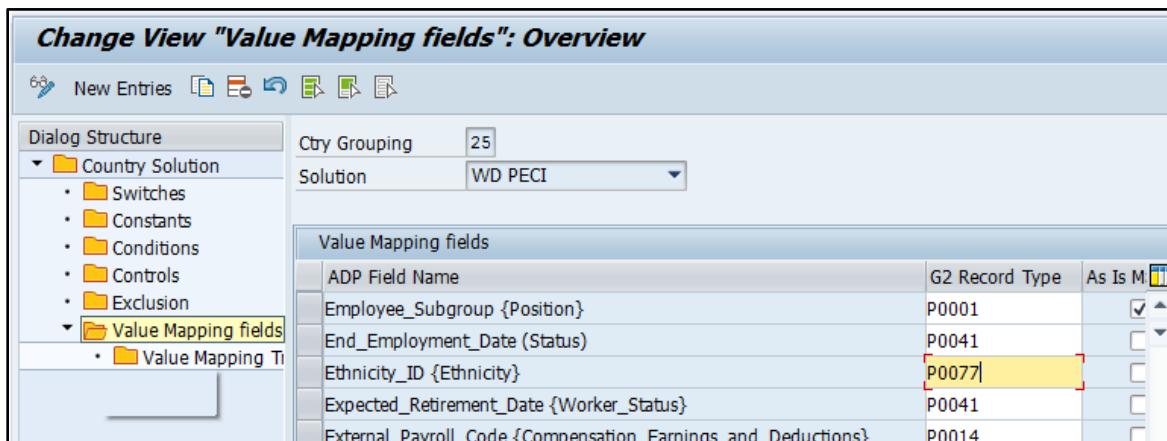
## Value Mapping

Choose Country & Solution and then Click on ‘Value Mapping fields’ table



Value Mapping configuration is 2 step process

- Select the ‘ADP Field Names’ from F4 Help which needs to be value mapped with GlobalView values



- ‘ADP Field Name’ refers to the PECI field Name (Source Element) + it’s Section

```
<peci:Position puci:isAdded="1">
  <peci:Position_ID>P-01785</peci:Position_ID>
  <peci:Position_Time_Type>Full_time</peci:Position_Time_Type>
  <peci:Job_Profile>37600</peci:Job_Profile>
  <peci:Supervisor>
    <peci:ID>21001</peci:ID>
    <peci:Name>Logan McNeil</peci:Name>
  </peci:Supervisor>
  <peci:Organization>
    <peci:Organization_Type>COST_CENTER</peci:Organization_Type>
    <peci:Organization_Code>ADP2510005</peci:Organization_Code>
    <peci:Organization_Name>ADP2510005</peci:Organization_Name>
  </peci:Organization>
  <ptdf:Position_Name xmlns:ptdf="urn:com.workday/peci/tdf">Administrative Assistant</ptdf:Position_Name>
<ptdf:Employee_Group xmlns:ptdf="urn:com.workday/peci/tdf">SG Employee Group</ptdf:Employee_Group>
<ptdf:Employee_Subgroup xmlns:ptdf="urn:com.workday/peci/tdf">RS</ptdf:Employee_Subgroup>
```

- ‘G2 Record type’ refers to the GlobalView targeted infotype
- ‘As Is Map?’ indicates as ‘X’ in case of GlobalView acceptable values can be configured at the Workday system itself to avoid value mapping configuration

```
<ptdf:Employee_Group xmlns:ptdf="urn:com.workday/peci/tdf">SG Employee Group</ptdf:Employee_Group>
<ptdf:Employee_Subgroup xmlns:ptdf="urn:com.workday/peci/tdf">RS</ptdf:Employee_Subgroup>
<ptdf:Personnel_Area xmlns:ptdf="urn:com.workday/peci/tdf">R002</ptdf:Personnel_Area>
<ptdf:Personnel_SubArea xmlns:ptdf="urn:com.workday/peci/tdf">0201</ptdf:Personnel_SubArea>
```

In above PECI file, Employee\_Group is the only field needs to be value mapped and rest of the fields Employee\_Subgroup, Personnel\_Area, and Personnel\_SubArea have configured with GlobalView acceptable values in Workday itself to avoid additional value mapping at GLOBALVIEW

- ii. Choose the ‘ADP Field Name’ and click on ‘Value Mapping Transformation’ table

**Display View "Value Mapping fields": Overview**

ADP Field Name	G2 Record Type	As Is M
Continuous_Service_Date {Worker_Status}	P0041	<input type="checkbox"/>
Derived_Event_Code {Effective_Change}	P0000	<input type="checkbox"/>
<b>Employee_Group {Position}</b>	<b>P0001</b>	<input checked="" type="checkbox"/>
Employee_Subgroups {Position}	P0001	<input type="checkbox"/>

**Display View "Value Mapping Transformation": Overview**

Seq. Nr	Condition Code	Source Value	Target Value
0001		SG Employee Group	1
0002		SG Employee Group 4	4

- Source Value - The value that comes from PECI file
- Target Value - Acceptable value in GlobalView system
- Condition Code – Condition can be given in case Value mapping needs to be conditionally configured

**VALUE MAPPING: Leave\_Reason** – Refer to the information under the [Leave of Absences \(LOA\) / Return from Leave \(RFL\)](#) section

- Configuration Step 3
- Example 1: IT0000

## Value Mapping External Payroll Areas

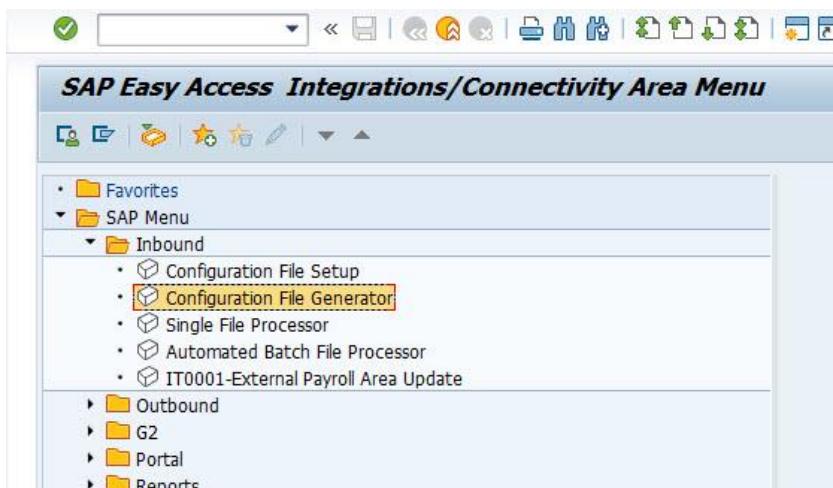
Choose Country & Solution and then Click on ‘Value Mapping fields’ table

## Configuration file generation

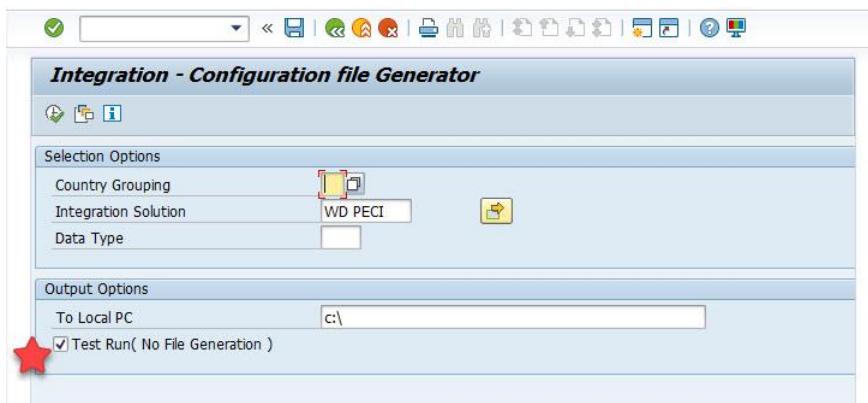
Use this transaction for triaging configuration issues.

**TCode:** ZIADP\_M99\_CON\_CFGGEN

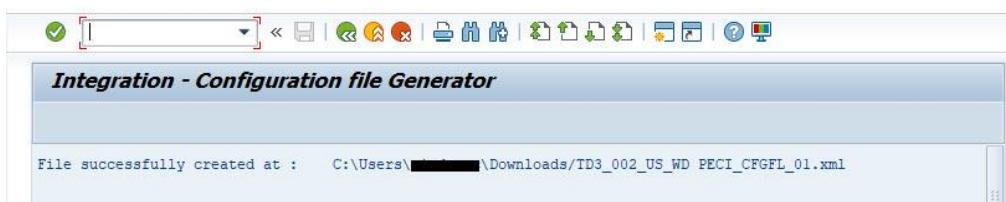
Or from **ZCON**, select Area Menu: SAP Menu → Inbound → - Configuration File Generator



Input the selection parameters including the option to do a Test Run (no file created).



The configuration mapping file is created as confirmed.



## Certified connector solution import process

---

A client must import the ADP certified connector into their Workday tenant for each country in order to complete the necessary integration setup in their Workday tenant. Refer clients to the Workday Community topic [Download Solution from Solutions Library](#). Confluence contains:

- A local copy of [Download-Solution-from-Solutions-Library](#)
- The Product Management site contains a local copy of [Workday Solution Publishing Process](#) PowerPoint deck (<https://confluence.es.ad.adp.com/display/rMn/Workday+Integration+Documents>)

## Infotype Related Settings

---

The following sections address infotype settings at a global level then by country-specific level.

### IT0000 - Actions

In addition to this section refer to the [GlobalView Processes](#) chapter for International Assignments and In-Country transfers topics and the [Staffing Events and Effective Dates and Legacy IDs](#) chapter to learn how PECL handles to start/end dates changes for staffing events.

### Future Events

When Workday's "Additional Pay Period" attribute is activated for Primary Integrations and EDI GlobalView successfully processes future hires and future terminations; this attribute is *not supported* for PECL ad-hoc runs or for Initial Data Load (IDL) full snapshot.

For EDI Future Termination successful processing, clients with Compensation calculated fields (Payscale Type, Area, Level, and Group) must include a logic check as to whether the Payscale field is Empty or Not Empty for termination staffing events.

### Termination Auto Reversal (G2 Feature)

Function: TERMRE

This is a standard G2 feature that gets triggered based on the global configuration for that client and it delimits all the infotype configured under the termination info group.

Whenever a termination action occurs for an employee in Workday, all the compensation E&D are delimited in the PECL file and the Talend transformation will not create corresponding DEL records in G2. It is expected that G2 auto termination will take care of delimiting the infotypes as per the GlobalView configuration.

If termination is rescinded in Workday, all the delimited infotypes as part of earlier termination would be extended back to their original state via this G2 enhancements.

### ***Hire / Termination Rescinds – Action Code conversion***

The following scenarios are supported via PECL integration

- Correction to Hire / Termination dates
- Hire rescinds
- Termination rescinds

Some examples as stated below

Action Code in the G2 file generated via Talend	Last Action Code in Db	Target Action Code	Description
01(Hire)	10(Termination)	12(Re-hire)	Convert Hire from Workday to Rehire in GlobalView
01(Hire)	12(Re-hire)	12(Re-hire)	Convert Hire from Workday to Rehire in GlobalView
01(Hire)	70(Incorrect Entry)	71(Corrected Entry)	Correction to Hire date.
70(Incorrect Entry)	12(Re-hire)	72(Incorrect Re-entry)	Correction to re-hire date.

The action reasons will remain the same when the action code is changed and therefore the relevant action reasons for action codes 12, 71, 72 & 73 should be set up during the implementation phase.

Example:

If there is an employee who is terminated in GlobalView and we receive an HIR action (01) in the incoming G2 file, it will be converted to re-hire action.

Existing record in GlobalView

The screenshot shows the SAP GlobalView interface. At the top, there are fields for Pers. No. (10041141), Pers.Assgn (USA (10) - 01 US - United States ...), Name (Mr 2016 Mrs NY), EE group (1 Perm. / Active - ...), EE subgroup (UE Executives), and a date range (Choose 01.01.1800 to 31.12.9999). Below this is a table titled "History" showing two rows of data:

	Start Date	End Date	A...	Action Type	ActR	Reason for action	C...	E...
	01.02.2016	31.12.9999	10	Termination	E6	ES - Resignation	0	
	01.01.2016	31.01.2016	01	Hiring	02	Fill existing position	3	

## G2 file: (Action Type 01)

G2 load: (Action type converted from 01 to 12)

Global View Gateway - ADP TEMPLATE						
Pos No	Field Name	Description	Opty	Cl_Stru	Data from Client	Data Inserted
0001	PERNR	Personnel Number	M	Yes	10041141	10041141
0002	INFTY	Infotype	M	Yes	0000	0000
0003	SUBTY	Subtype		Yes		
0004	OBJPS	Object Identification		Yes		
0005	SPRPS	Lock Indicator for HR Master Data Record		Yes		
0006	ENDDA	End Date	M	Yes	99991231	99991231
0007	BEGDA	Start Date	M	Yes	20160801	20160801
0008	SEQNR	Number of Infotype Record with Same Key		Yes	000	000
0016	PRESAS	Reason for Changing Master Data		Yes		
0024	MASSN	Action Type	M	Yes	01	12
0025	MASSG	Reason for Action		Yes		
0026	STAT1	Customer-Specific Status		Yes		
0027	STAT2	Employment Status		Yes		3
0028	STAT3	Special Payment Status		Yes	1	1

#### **Termination and Rehire on consecutive days. (France, Russia & Spain)**

Some countries like France, Spain, and Russia have a legal requirement to terminate and rehire employees on consecutive days. There are special IT0000 action codes created for this purpose in order for payroll to be processed successfully meeting the legal requirements. Workday does not send all the unchanged record when this event occurs. Whenever such a scenario occurs the PECI file output looks as below

1. Staffing event = DTA
  2. Effective moment equals Termination date + 1
  3. Active Boolean = 1
  4. Terminated Boolean = 0

```

- <peci:Effective_Change peci:Sequence="0">
  <peci:Derived_Event_Code>DTA</peci:Derived_Event_Code>
  <peci:Effective_Moment>20181016T00:00:00</peci:Effective_Moment>
  <peci:Entry_Moment>20181016T04:41</peci:Entry_Moment>
- <peci:Worker_Status peci:isUpdated="1">
  <peci>Status>Active</peci>Status>
  <peci:Active>1</peci:Active>
  <peci:Active_Status_Date>20181016</peci:Active_Status_Date>
  <peci:Terminated>0</peci:Terminated>
  <peci:Termination_Date peci:isAdded="1">20181015</peci:Termination_Date>
  <peci:Hire_Date>20181016</peci:Hire_Date>
  <peci:Original_Hire_Date>20180101</peci:Original_Hire_Date>
  <peci:Hire_Reason>Hire_Employee_Rehire_Fill_Vacancy</peci:Hire_Reason>
  <peci:Continuous_Service_Date>20181016</peci:Continuous_Service_Date>
  <peci:First_Day_of_Work>20181016</peci:First_Day_of_Work>
  <peci:Seniority_Date>20180101</peci:Seniority_Date>
  <peci:Pay_Through_Date peci:isAdded="1">20181015</peci:Pay_Through_Date>
  <peci:Primary_Termination_Reason peci:isAdded="1">Terminate_Employee_Voluntary_Commute</peci:Primary_Termination_Reason>
  <peci:Termination_Last_Day_of_Work peci:isAdded="1">20181015</peci:Termination_Last_Day_of_Work>
</peci:Worker_Status>

```

- Or -

1. Staffing event = HIR
2. Effective moment equals Termination date + 1
3. Active Boolean = 1
4. Terminated Boolean = 0

```

</peci:Worker_Summary>
- <peci:Effective_Change peci:Sequence="0">
  <peci:Derived_Event_Code>HIR</peci:Derived_Event_Code>
  <peci:Effective_Moment>20181116T00:00:00</peci:Effective_Moment>
  <peci:Entry_Moment>20181102T02:52:24</peci:Entry_Moment>
- <peci:Worker_Status>
  <peci>Status>Active</peci>Status>
  <peci:Active>1</peci:Active>
  <peci:Active_Status_Date>20181116</peci:Active_Status_Date>
  <peci:Terminated>0</peci:Terminated>
  <peci:Termination_Date>20181115</peci:Termination_Date>
  <peci:Hire_Date>20181116</peci:Hire_Date>
  <peci:Original_Hire_Date>20181101</peci:Original_Hire_Date>
  <peci:Hire_Reason>Hire_Employee_Rehire_Fill_Vacancy</peci:Hire_Reason>
  <peci:is_Rehire>1</peci:is_Rehire>
  <peci:Continuous_Service_Date>20181116</peci:Continuous_Service_Date>
  <peci:First_Day_of_Work>20181116</peci:First_Day_of_Work>
  <peci:Seniority_Date>20181101</peci:Seniority_Date>
  <peci:Pay_Through_Date>20181115</peci:Pay_Through_Date>
  <peci:Primary_Termination_Reason>Terminate_Employee_Voluntary_DissatisfiedJob</peci:Primary_Termination_Reason>
  <peci:Termination_Last_Day_of_Work>20181115</peci:Termination_Last_Day_of_Work>
</peci:Worker_Status>

```

Clients wishing to handle this with special IT0000 action code should use the switch “TERM REHIRE CONSECUTIVE DAY”

Switch Value	Outcome
ON	<p>IT0000 in G2 will be created with action code respectively.</p> <p>E0 – Spain F5- France \2=Russia</p> <p>All the infotypes configured with operation ‘COP’, ‘MOD’ are internally generated via G2 i.e. a new record is created from the rehire date.</p> <p>All the infotypes configured with operation ‘LIS9’ are internally generated via G2 with delete operation i.e. record is delimited from the rehire date.</p>
BLOCK	The employee will be completely dropped with message number 41: “Termination and Rehire on consecutive days for the worker is blocked.”
Blank	As per existing behaviour i.e. only Changed infotypes will be collected via PECI.

#### ***Spain, Chile, Costa Rica, and Venezuela – Change of Basic Pay action***

In Spain, Spain, Chile, Costa Rica & Venezuela it is expected to use ‘Change of Basic Pay’ action to modify employee compensation in GlobalView so whenever there is a change in Compensation Section, middleware collects IT0000 with Action Type = 50 and Action Reason = ‘Compensation\_Change\_Reason’. As an example, some Spain possible Compensation change reasons in GlobalView are shown below:

Action	Name of Action Type	Act.Reason	Name of reason for action
50	Change of Basic Pay	E0	ES - Reduce Work Schedule %
50	Change of Basic Pay	EY	ES - Other (without split)
50	Change of Basic Pay	EZ	ES - Changes data Soc.Security

## IT0001 – Organizational assignment

See Also, [Out of Scope Features](#) section for Brazil's limitations.

## IT0001 – External Payroll Area

See Also, [Update External Payroll Area in IT0001](#) section in Ancillary Tools.

## HROBJ (T528B) & IT0001 - Position and Job

Workday supports two staffing models

- Position management
- Job management

Because PECI's Position section contains 'Position\_ID' and 'Job\_Profile' the GlobalView integration must be configured with either the JOB or POSITION switch to control updating the IT0001 and table T528B (Positions) correctly based on the client's staffing model.

These are the update choices.

 Note	POSITION and JOB switches should be maintained with distinct values between 'JOB_PROFILE' and 'POSITION_ID' when both fields are in scope in GlobalView.	
---	--	--

Switch Name	Switch Value	Solution behavior
POSITION	Blank Value or JOB_PROFILE	IT0001 and HROBJ Position field is updated from PECI's POSITION section, JOB_PROFILE field
	ALL	This is obsolete
	POSITION_ID	IT0001 and HROBJ Position field is updated from PECI's POSITION section, POSITION_ID field
JOB	Not maintained	When the switch is not configured, IT0001 and HROBJ Job fields are not updated. This implies the client does not use GlobalView's JOB.
	JOB_PROFILE	IT0001 and HROBJ records 'Job' field value will be read from JOB_PROFILE field in the PECI file

Switch Name	Switch Value	Solution behavior
	POSITION_ID	IT0001 and HROBJ records 'Job' field value will be read from POSITION_ID field in the PECI file

## Configuration steps

ZCON->Inbound->Configuration File Setup (Tcode: ZADP\_M99\_CON\_CLTCFG)

Select Switches from the dialog structure for the relevant country, solution and create a new entry for the switch POSITION or JOB. A sample is displayed below.

**Display View "Switches": Overview**

Switch Name	Switch Value
POSITION	POSITION_ID
TERMHIRE	ON
TERMREASON_CHANGE	ON

## Job Profile / Position description in Other Language

In order to support different language descriptions for fields position and Job in GlobalView through the connector, the following options are available.

The PECI connector should be implemented with the following four fields under the position section.

1. **Job\_Profile\_Other\_Lang:** This field consists of the job description in a language other than English
2. **Job\_Profile\_Language:** This field consists of the 2-digit ISO code of the language in which the description is made available.
3. **Position\_Name\_Other\_Lang:** This field consists of the position description in a language other than English
4. **Position\_Language:** This field consists of the 2-digit ISO code of the language in which the description is made available.

## Example:

```
<peci:Effective_Change peci:Sequence="0">
  <peci:Derived_Event_Code>HIR</peci:Derived_Event_Code>
  <peci:Effective_Moment>20160601T00:00:00</peci:Effective_Moment>
  <peci:Entry_Moment>20170602T05:15:52</peci:Entry_Moment>
  + <peci:Worker_Status peci:isUpdated="1">
  - <peci:Personal peci:isUpdated="1">
    + <peci:Legal_Name peci:isAdded="1">
      <peci:Gender peci:isAdded="1">Female</peci:Gender>
      <peci:Date_of_Birth peci:isAdded="1">19891008</peci:Date_of_Birth>
      <peci:Marital_Status peci:isAdded="1">Single_Canada</peci:Marital_Status>
      <peci:Nationality peci:isAdded="1">CA</peci:Nationality>
      <peci:Preferred_Language peci:isAdded="1">en_US</peci:Preferred_Language>
      <ptdf:Personnel_ID_Number peci:isAdded="1" xmlns:ptdf="urn:com.workday/peci/tdf">123456789</ptdf:Personnel_ID_Number>
    </peci:Personal>
  + <peci:Person_Communication peci:isAdded="1">
  - <peci:Position peci:isAdded="1">
    <peci:Position_ID>P-02649</peci:Position_ID>
    <peci:Position_Time_Type>Full_time</peci:Position_Time_Type>
    <peci:Worker_Compensation_Code>611420</peci:Worker_Compensation_Code>
    <peci:Job_Profile>37650</peci:Job_Profile>
    - <peci:Business_Site>
      <peci:Country_Region>Quebec</peci:Country_Region>
    </peci:Business_Site>
    + <peci:Supervisor>
    + <peci:Organization>
    + <peci:Organization>
    + <peci:Organization>
      <ptdf:Position_Name xmlns:ptdf="urn:com.workday/peci/tdf">Receptionist</ptdf:Position_Name>
      <ptdf:Position_Name_Other_Lang xmlns:ptdf="urn:com.workday/peci/tdf">Réceptionniste</ptdf:Position_Name_Other_Lang>
      <ptdf:Position_Language xmlns:ptdf="urn:com.workday/peci/tdf">FR</ptdf:Position_Language>
      <ptdf:Job_Profile_Name xmlns:ptdf="urn:com.workday/peci/tdf">Receptionist</ptdf:Job_Profile_Name>
      <ptdf:Job_Profile_Other_Lang xmlns:ptdf="urn:com.workday/peci/tdf">Réceptionniste-Emploi</ptdf:Job_Profile_Other_Lang>
      <ptdf:Job_Profile_Language xmlns:ptdf="urn:com.workday/peci/tdf">FR</ptdf:Job_Profile_Language>
      <ptdf:Employee_Group xmlns:ptdf="urn:com.workday/peci/tdf">CAN Employee Group 1</ptdf:Employee_Group>
      <ptdf:Employee_Subgroup xmlns:ptdf="urn:com.workday/peci/tdf">KS</ptdf:Employee_Subgroup>
      <ptdf:Personnel_Area xmlns:ptdf="urn:com.workday/peci/tdf">K000</ptdf:Personnel_Area>
      <ptdf:Personnel_SubArea xmlns:ptdf="urn:com.workday/peci/tdf">0006</ptdf:Personnel_SubArea>
      <ptdf:Business_Area xmlns:ptdf="urn:com.workday/peci/tdf">0001</ptdf:Business_Area>
      <ptdf:Organizational_Key xmlns:ptdf="urn:com.workday/peci/tdf">0001</ptdf:Organizational_Key>
      <ptdf:Employment_Percentage xmlns:ptdf="urn:com.workday/peci/tdf">1</ptdf:Employment_Percentage>
      <ptdf:Weekly_Workdays xmlns:ptdf="urn:com.workday/peci/tdf">NA</ptdf:Weekly_Workdays>
    </peci:Position>
```

It can be noted that language is loaded into GlobalView in different language descriptions as below.

	MANDT	SPRSL	OTYPE	PLANS	ENDDA	BEGDA	PLSTX	MAINT
	002	E	S	50012499	31.12.9999	01.01.1800	Receptionist	
	002	F	S	50012499	31.12.9999	01.01.1800	Réceptionniste	

#### ***External Payroll Area (IT0001-ZZABK\_EXT)***

Payroll area mapping between Workday and GlobalView systems can have a one-to-many (n:1) relationship. GlobalView outbound interfaces require identifying the employee's Workday payroll area for the employee's corresponding GlobalView payroll area. In order to support this reverse mapping, IT0001 was enhanced with a new field called ZZABK\_EXT for capturing the Workday Payroll Area value.

For example, based on the mapping configuration below, GlobalView outbound interfaces must identify which of the 3 Workday Pay Groups is the correct value for an employee in Payroll Area "UM".

Employee	Payroll Area in Workday System <b>IT0001-ZZABK_EXT</b>	Payroll Area in GlobalView System	Description
100010	GPC-US-MO	UM	Monthly
100011	GPC-US-MO-4601	UM	Monthly
100012	GPC-US-MO-4602	UM	Monthly

Refer to the [Update External Payroll Area in Tool](#) instructions in the Ancillary Tools chapter.

### Action Reason for IT0001 Changes

See Also, [Out of Scope Features](#) section for Brazil's limitations.

IT0001 data such as Position, Cost Centre, Employee Group, Employee Subgroup, Personnel Area, Personnel Subarea, etc., can be changed using either of the business processes 'Job Change' or 'Edit Position' as a normal data change in Workday. Specific staffing event such as HIR/TERM/PCO/PCI/PGO/PGI will not be reported in the PECI file rather those changes are reported understaffing event 'DTA', subsequently, Talend generates IT0001 record and G2 auto-creates IT0000 record with the Action reason value which configured under G2 global configuration.

### Example

```
</peci:Worker_Summary>
<peci:Effective_Change peci:Sequence="0">
    <peci:Derived_Event_Code>DTA</peci:Derived_Event_Code>
    <peci:Effective_Moment>20180701T00:00:00</peci:Effective_Moment>
    <peci:Entry_Moment>20180809T02:56:35</peci:Entry_Moment>
    <peci:Position peci:isUpdated="1">
        <peci:Position_ID>P-06702</peci:Position_ID>
        <peci:Position_Time_Type>Full_time</peci:Position_Time_Type>
        <peci:Job_Profile>39855</peci:Job_Profile>
        <peci:Job_Change_Reason peci:isAdded="1">CHANGE_JOB_SUBCATEGORY-6-9</peci:Job_Change_Reason>
        <peci:Supervisor>
        <peci:Organization>
        <peci:Organization>
        <peci:Organization peci:isDeleted="1">
            <peci:Organization_Type>COST_CENTER</peci:Organization_Type>
            <peci:Organization_Code>ADP-3700-1</peci:Organization_Code>
            <peci:Organization_Name>ADP-3700-1</peci:Organization_Name>
        </peci:Organization>
        <peci:Organization peci:isAdded="1">
            <peci:Organization_Type>COST_CENTER</peci:Organization_Type>
            <peci:Organization_Code>ADP-3700-2</peci:Organization_Code>
            <peci:Organization_Name>ADP-3700-2</peci:Organization_Name>
        </peci:Organization>
```

In countries like Spain and France, Action reasons can be configured in table T530 per scenario to manage period splits in payroll and hence it is expected to generate IT0000 record with appropriate action reason instead of defaulted action reason based on G2 global configuration.

Act.	Name of ...	ActR	Reason f.action text	Ir...	Account.split	Org.Ma...
02	Transfer ... E0	2	ES – Change Work C...		<input checked="" type="checkbox"/>	
02	Transfer ... E1		ES – Company code ...		<input checked="" type="checkbox"/>	
02	Transfer ... E2		ES – Change employ...		<input checked="" type="checkbox"/>	
02	Transfer ... E3		ES – Change employ...		<input checked="" type="checkbox"/>	
02	Transfer ... E4		ES – From Temporar...		<input checked="" type="checkbox"/>	
02	Transfer ... E5		ES – Change Work C...		<input type="checkbox"/>	
02	Transfer ... EU		ES – Split / Extra Pay...		<input checked="" type="checkbox"/>	
02	Transfer ... EV		ES – Split		<input checked="" type="checkbox"/>	
02	Transfer ... EW		ES – Without Split		<input type="checkbox"/>	
02	Transfer ... EX		ES – Change of CAC		<input checked="" type="checkbox"/>	
02	Transfer ... EY		ES – Start Carencia IT		<input checked="" type="checkbox"/>	
02	Transfer ... EZ		ES – End Carencia IT		<input checked="" type="checkbox"/>	
02	Transfer ... F0		FR-Spec.contract<-...		<input type="checkbox"/>	
02	Transfer ... F1		FR-Change from CD...		<input type="checkbox"/>	
02	Transfer ... F2		FR-Change CDD con...		<input checked="" type="checkbox"/>	
02	Transfer ... F3		FR-Renewing CDD		<input type="checkbox"/>	
02	Transfer ... F4		FR-Trainee =>CDD/...		<input type="checkbox"/>	
02	Transfer ... F5		FR-Change CDD con...		<input type="checkbox"/>	
02	Transfer ... F6		FR-Retir.cont. x% --...		<input type="checkbox"/>	
02	Transfer ... F7		FR-Retir.cont. 100% ...		<input type="checkbox"/>	

A new switch introduced for this purpose called ‘ACTIONREASON\_IT0000’ with values ‘ON’ or Null (switch is not maintained).

If the value is set to ‘ON’, whenever there is a change in IT0001 fields Personnel Area, Personnel Subarea, Employee Group, Employee Subgroup, Cost Centre, Position, Job, Organisation Unit, Business Area, Work Contract and Organization Key i.e., a prior value exists in any of the fields mentioned above with staffing event as ‘DTA’, IT0000 should be collected with MASSN (Action) = 02 and MASSG (Action Reason) = value mapping of ‘Job\_Change\_Reason’.

In other words, if the employee is reported with only a ‘DTA’ event along with IT0001 field/s change and Switch ‘ACTIONREASON\_IT0000’ is set to ‘ON’ then IT0000 should be collected along with Action Reason.

If the switch is not maintained then IT0000 should not be collected, this is to ensure that the solution is backward compatible and allow flexibility for the client to collect IT0000 based on G2 Global Configuration.

## IT0002 – Personal data

### **Form of Address / Title**

Clients have a choice between using only the ‘forms of address’ namely ‘Mr’ ‘Mrs’ ‘Miss’ and ‘Ms’ (or their local language equivalents) allowed by the GlobalView system in the Workday ‘title’ field or extending this list using value mapping. If the value mapping is chosen, the list can be extended almost indefinitely. Consultants should, however, be aware of a limitation with the latter approach as follows: GlobalView stores the form of address and the title in separate fields and whilst any title can be stored in the ‘title’ field, only the four values mentioned previously can be stored in the ‘form of address’ field.

The solution relies on using the employee’s gender to determine the form of address in instances where a value other than one of the four above-mentioned values are received from Workday. Also, it supports only a single form of address for women defaulted to ‘Ms’.

### **Configuration steps:**

ZCON->Inbound->Configuration File Setup (TCode: ZADP\_M99\_CON\_CLTCFG)

**Conditions:** For relevant Country solution select Conditions from the dialog structure and create new entries for the conditions. While creating a new entry select ‘ADP field name’ as Title {Legal\_Name}. A sample is displayed below.

Ctry Grouping	25			
Solution	WD PECI			
<b>Conditions</b>				
Seq. Nr	Condition Code	ADP Field Name	Source Value	Oper...
2	C25GenderF	Title {Legal_Name}	Female	▼
1	C25GenderM	Title {Legal_Name}	Male	▼

**Value mapping fields:** For relevant Country solution select Value Mapping fields from the dialog structure and check if field Title {Legal\_Name} is available in the list, if not add a new entry as shown in the sample below.

Ctry Grouping	25		
Solution	WD PECI ▼		
<b>Value Mapping fields</b>			
ADP Field Name	G2 Record Type	As Is Map?	
Title {Legal_Name}	P0002	<input type="checkbox"/>	

**Value mapping transformation:** Select field Title {Legal\_Name} and double click on Value mapping transformation. A sample of what the mapping might look like can be found below. Please note that there are two versions of each mapping due to the presence or absence of the full stop in the abbreviated value

Ctry Grouping	25		
Solution	WD PECI		
ADP Field Name	Title {Legal_Name}		
Value Mapping Transformation			
Seq. Nr	Condition Code	Source Value	Target Value
0001		Mr.	1
0002		Mr	1
0003		Mrs	2
0004		Mrs.	2
0005		Miss	3
0006		Ms.	4
0007		Ms	4
0008	C25GenderM	Dr.	1Dr.
0009	C25GenderM	Dr	1Dr.
0010	C25GenderF	Dr.	4Dr.
0011	C25GenderF	Dr	4Dr.
0012	C25GenderM	Prof.	1Prof.
0013	C25GenderM	Prof	1Prof.
0014	C25GenderF	Prof.	4Prof.
0015	C25GenderF	Prof	4Prof.

### **Default Title from Gender**

If the title in IT0002 needs to default from gender whenever the field title is not present in PECI, then the following value mapping configuration should be setup.

- Define Condition per Gender

The screenshot shows the 'Conditions' section of the ADP Value Mapping interface. It has three columns: Seq. Nr, Condition Code, and ADP Field Name. Row 2 contains 'C06GenderF' and 'Gender {Personal}'. Row 1 contains 'C06GenderM' and 'Gender {Personal}'. The 'Source Value' column is empty. The 'Target Value' column is also empty but highlighted in yellow for the row with 'Male'.

Conditions			
Seq. Nr	Condition Code	ADP Field Name	Source Value
2	C06GenderF	Gender {Personal}	Female
1	C06GenderM	Gender {Personal}	Male

- Configure value mapping for the Title field using the above conditions

The screenshot shows the 'Value Mapping Transformation' section of the ADP Value Mapping interface. It has four columns: Seq. Nr, Condition Code, Source Value, and Target Value. Row 1 contains 'C06GenderM' and 'DEFAULT' with '1' in the Target Value column. Row 2 contains 'C06GenderF' and 'DEFAULT' with '4' in the Target Value column.

Value Mapping Transformation			
Seq. Nr	Condition Code	Source Value	Target Value
	C06GenderM	DEFAULT	1
0011	C06GenderF	DEFAULT	4

The value *Male* should always trigger a default title of “Mr.” while the value *Female* should always trigger a default of “Ms.”

### **Default Region of Birth**

GBDEP (State) field in some of the countries needs to default with value ‘99’ or ‘EE’ etc. when EE is born in a different country than his/her contracts belong. In that scenario, Constant DEFGBDEP\_IT0002 should be used with defaulted value so that Talend will not consider the Workday input value and default it from the constant value.

### Korea – Name in local languages

For Korea, Name should be maintained in 3 languages (scripts) Hangul, Hanja, and English.

\* Refer to Data Dictionary for field mapping.

Name in GlobalView

Name			
	Last name	First name	
Hangul	도	민준	
Hanja	都	敏俊	
English	Wray	Shelton	
Initials	S		
Name	Shelton Wray		
Title			
	Nickname		
			Name Format 00
			Second Title

Name in Workday

Prefix	
Family Name - Hangul	도
Given Name - Hangul	민준
Family Name - Hanja	都
Given Name - Hanja	敏俊
Given Name - Western Script *	Wray
Family Name - Western Script *	Shelton

Name in Korean – Hangul, and Hanja are mandatory in GlobalView

### **Japan – Name in local languages**

For Japan, Name should be maintained in 3 languages Kanji, Katakana, and Romanji (English).

\* Refer to Data Dictionary for field mapping.

Here below is the sample PECI Input Vs IT0002 Output

Name in Workday	Name in GlobalView
Family Name - Kanji  姓 氏 名 ・ 漢 字	Last name Kanji 姓 氏 名 ・ 漢 字
Given Name - Kanji  名 字 ・ 漢 字	First name Kanji 名 字 ・ 漢 字
Family Name - Furigana  姓 氏 名 ・ フ リ ガ ナ	Middle name Kanji 姓 氏 名 ・ フ リ ガ ナ
Given Name - Furigana  名 字 ・ フ リ ガ ナ	Katakana Kanji 名 字 ・ フ リ ガ ナ
Family Name - Western Script *  姓 氏 名 ・ 西 方 文 字	Official Last name Kanji 姓 氏 名 ・ 西 方 文 字
Given Name - Western Script *  名 字 ・ 西 方 文 字	Official First name Kanji 名 字 ・ 西 方 文 字

### **Singapore – Full Name**

In Singapore, employee full name should match up with the name as per NRIC card.

- If only First Name (Given Name(s) – Western Script) and Last Name (Family Name – Western Script) is provided instead of Full Name then HR practitioners must ensure the First and Last Names align with the NRIC value.

The mapping is as follows :

P0002-NACHN = First\_Name

P0002-VORNA = Last\_Name

- To avoid a mismatch between the NRIC and the employee's name, particularly due to mix-ups between a First Name and a Last Name, the HR Practitioner can opt to enter the Full Name in Workday (see below) so that Talend (middleware) splits the information and populate it into IT0002 First Name and Last Name appropriately. In order to activate this functionality, the switch 'SG\_FULLSCREEN' should be maintained with value 'ON'

The screenshot shows a form for updating a legal name. At the top, there are fields for 'Effective Date' (07/25/2019) and 'Country' (Singapore). Below these, there are sections for 'Prefix' (empty), 'Full Name' (highlighted with a red box and circled '1'), 'Given Name(s) - Western Script' (First Name: Ming), 'Family Name - Western Script' (Last Name: Pony), 'Chinese Family Name' (empty), and 'Chinese Given Name' (empty).

Using the sample PECI section below, the XML tag 'Full\_Name\_Malaysia\_Singapore' will be updated as

- P0002-NACHN = Feng
- P0002-VORNA = Veloso

```
<peci:Legal_Name peci:isUpdated="1">
  <peci:First_Name>Ming</peci:First_Name>
  <peci:Last_Name>Pony</peci:Last_Name>
  <peci>Title>Mr</peci>Title>
  <peci:Full_Name_Malaysia_Singapore peci:priorValue="Shi Fu Xie">Feng Veloso</peci:Full_Name_Malaysia_Singapore>
  <peci:Name_in_Local_Script>Pony1Ming1</peci:Name_in_Local_Script>
```

### **Thailand - Alternative name**

Alternative name (IT0182-ALNAM) = Title in local language + Name\_in\_Local\_Script wherein Title in the local language needs to be defined based on control ‘TH\_TITLEFORALNAM’ as follows

- a) Define Condition per Title

Conditions			
Seq. Nr	Condition Code	ADP Field Name	Source Value
2	C26Title_Miss	Title {Legal_Name}	Miss
1	C26Title_Mr	Title {Legal_Name}	Mr.

- b) Define Control based using the above conditions

Controls			
Seq. Nr	Control Name	Condition Code	Control Value
003	TH_TITLEFORALNAM	C26Title_Miss	น.ส.
002	TH_TITLEFORALNAM	C26Title_Mr	นาย.]

#### **Example:**

The incoming file contains tag Title with value “Miss” then Talend refers to the Control mapping for ‘Miss’ that is ‘น.ส.’ and concatenated with tag ‘Name\_in\_Local\_Script’ value.

## IT0003 – Payroll Status

### ***Run Payroll up to date***

If there is a need to capture the “run payroll up to” date in IT0003 the following switch should be maintained with value ‘ON’.

The screenshot shows the SAP dialog structure for IT0003. On the left, the 'Dialog Structure' tree view is expanded to show 'Country Solution' and its subfolders: 'Switches', 'Constants', 'Conditions', 'Controls', 'Exclusion', and 'Value Mapping fields'. The 'Switches' folder is selected. In the main area, the 'Ctry Grouping' field is set to '13' and the 'Solution' field is set to 'WD PECI'. Below these, a table titled 'Switches' lists several configuration items:

Switch Name	Switch Value
DROP_TERMCHANGE	OFF
ESSU	EMPLOYEE_ID
G2_AUTODEL	OFF
GLOBALID	P0709
IT0003_PAYDATE	ON

If the value is set to ‘ON’ the pay through the date from Workday will be updated in the IT0003 “Run payroll up to” Date.

## IT0006 – Addresses

### Multiple addresses / Usage Types



Addresses for some countries are not supported by PECI and must be integrated using Enhanced Integration.

Multiple addresses are supported by PECI. Multiple usage types set for address records in Workday can be used to lead multiple records in GlobalView.

If an address record is set as both mailing / Street address for a HOME address in Workday, then GlobalView can generate multiple records based on the value mapping and switch settings.

**Example:** *HOME* address is set as both “Permanent” and “Mailing” address in Workday, PECI would look as follows:

Switch ADDRESS\_USAGE = ‘ON’

```
</peci:Usage>
</peci:Address>
- <peci:Address peci:isUpdated="1">
  <peci:Usage_Type>HOME</peci:Usage_Type>
  <peci:Address_Line_1 peci:priorValue="HStreet">HStreetc</peci:Address_Line_1>
  <peci:Address_Line_2>PAA</peci:Address_Line_2>
  <peci:Address_Line_3>PHnC</peci:Address_Line_3>
  <peci:Address_Line_4>Pn</peci:Address_Line_4>
  <peci:Address_Line_5>PF</peci:Address_Line_5>
  <peci:Address_Line_6>PU</peci:Address_Line_6>
  <peci:Address_Line_7>PB</peci:Address_Line_7>
  <peci:City>Singapore</peci:City>
  <peci:Postal_Code>543342</peci:Postal_Code>
  <peci:Country>SG</peci:Country>
- <peci:Usage peci:isAdded="1">
  <peci:Usage_Behavior_ID>5</peci:Usage_Behavior_ID>
</peci:Usage>
- <peci:Usage>
  <peci:Usage_Behavior_ID>12</peci:Usage_Behavior_ID>
</peci:Usage>
</peci:Address>
```

If the configuration is set as follows: i.e. Usage Behaviour 5 and Usage Type HOME is considered as subtype 1 in GlobalView.

**Value Mapping Transformation**

Seq. Nr	Condition Code	Source Value	Target Value
0001	C25_AddressUsage_1	HOME	3
0002	C25_AddressUsage_5	HOME	1
0003	C25_AddressUsage_12	HOME	5
0004		HOME	1
0005	C25_AddressUsage_2	WORK	2
0006	C25_AddressUsage_6	WORK	9=01
0007	C25_AddressUsage_12	WORK	4
0008		WORK	2

P0006 "22797 "SG "0 "INS "0006 "2 "20170130 "99991231 "   "   "2  "Ws
P0006 "22797 "SG "0 "INS "0006 "4 "20170130 "99991231 "   "   "4  "Ws
P0006 "22797 "SG "0 "INS "0006 "1 "20170130 "99991231 "   "   "1  "HS
P0006 "22797 "SG "0 "INS "0006 "5 "20170130 "99991231 "   "   "5  "HS

### ***Address records – Identifier configuration***

#### a. Home to office distance

It is noted that for some countries home to office distance is relevant for payroll. In GlobalView it is recorded as a part of the employee's address record, whereas in Workday it is captured as a custom identifier as shown below. The home to office distance custom ID is required for Belgium and Germany for payroll purposes.

Edit Other IDs For Worker Fabian Hambuchen <a href="#">Actions</a>						
Other IDs 1 item						
+	*Other ID Type	Organization	Custom Description	Identification #	Issued Date	Expiration Date
-	Distance in km			60	MM / DD / YYYY	MM / DD / YYYY

To store the data in the identifier section of PECL into IT0006 subtype 1 of GLOBALVIEW, the following configuration should be done under the identifier injection table.

Display View "Identifier Injection": Overview									
Dialog Structure		Identifier Injection							
		CGrpg	Source Inf	STy.	Source filenname for WD Identifier	Target Inf	STy.	Target Field for WD masterdata	Pri Inf
•	Solution De-activation	01	0185	Z8	ICNUM	0006	1	ENTKM	

## Company Provided Quarters – Hong Kong

For Hong Kong, if the employee has the company provided quarters it needs to be recorded for statutory reporting and it is saved along with address record in GLOBALVIEW

Other IDs 2 items				
	*Other ID Type	Organization	Custom Description	Identification #
(-)	select one	search		
(-)	HK Custom - Quarters Provided By Employer			Yes

### GlobalView address Record

Address		
Care Of		
Street		
2nd Add.Ln		
City		
District		
Area		
Country	HK	Hong Kong
<input checked="" type="checkbox"/> Quarters provided by employer		

To store the data in the identifier section of the PECL file into IT0006 of GLOBALVIEW, the following configuration should be done under the identifier injection table.

Display view Identifier injection : Overview									
Dialog Structure		Identifier Injection							
		CGrpg	Source Inf	STy.	Source filenname for WD Identifier	Target Inf	STy.	Target Field for WD masterdata	Pri Inf
•	Identifier Injection	27	0185	Z8	ICNUM	0006	1	WKNG	
•	Wage Type Injection	27	0185	Z9	ICNUM	0344	1	ICNM1	0021
•	GVS Employee Identifica	28	0185	Z5	ICNUM	0105	ESSU	USRID_LONG	

### **Address - France**

A constant “DEFGBDEP\_IT0006” has been introduced to default the address region to ‘99’ for cross border addresses in infotype 0006 i.e. if an employee’s payroll is in France and the address provided is outside of France and the constant is maintained as below,

#### **Display View "Constants": Overview**

Constant Name	Constant Value
BASICPAYSUBTY	0
COSTINGSUBTY	01
DEFGBDEP_IT0002	99
DEFGBDEP_IT0006	99

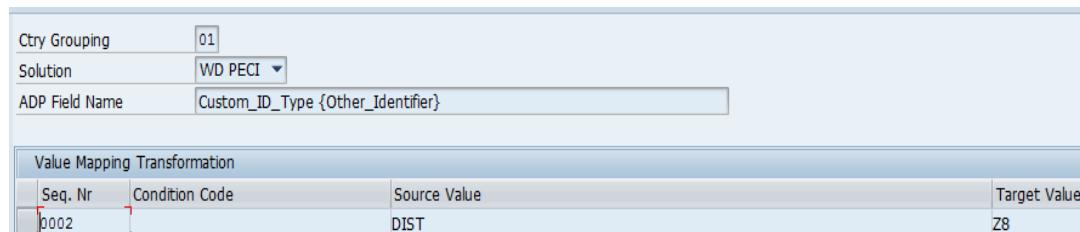
The region would default to 99

Pers. No.	6000023	Pers.Assgn	FRANCE (06) FR - Paris All																
Name	Mr Guillaume Leduc	ID number	1850299999478/41																
Personnel ar	F000 FR - Paris	EE group	1 Perm. / Active - FT																
Subarea	1000 All	EE subgrp	F3 Technician																
Start	01.01.2016	To	31.12.9999 Chng 02.08.2018 GVAA0972																
<b>Address</b> <table border="1"> <tr> <td>Address type</td> <td>Permanent residence</td> </tr> <tr> <td>Care Of</td> <td></td> </tr> <tr> <td>Street and House No.</td> <td>889 Square Leibniz</td> </tr> <tr> <td>2nd Address Line</td> <td></td> </tr> <tr> <td>Postal Code/City</td> <td>67719 Barcelona</td> </tr> <tr> <td>District</td> <td></td> </tr> <tr> <td>Country Key</td> <td>Spain</td> </tr> <tr> <td>Telephone Number</td> <td>Region 99</td> </tr> </table>				Address type	Permanent residence	Care Of		Street and House No.	889 Square Leibniz	2nd Address Line		Postal Code/City	67719 Barcelona	District		Country Key	Spain	Telephone Number	Region 99
Address type	Permanent residence																		
Care Of																			
Street and House No.	889 Square Leibniz																		
2nd Address Line																			
Postal Code/City	67719 Barcelona																		
District																			
Country Key	Spain																		
Telephone Number	Region 99																		

### **Address – France and Germany - Distance in km. -ENTKM)**

Field ‘Distance in km.’ (“Distance from home to office”) is required for payroll in countries like Germany and France for certain type of employees but Workday does not send this information in Person\_Communication (Infotype 0006) and hence it has to be bought from Other\_Identifier section so that it will be merged as follows:

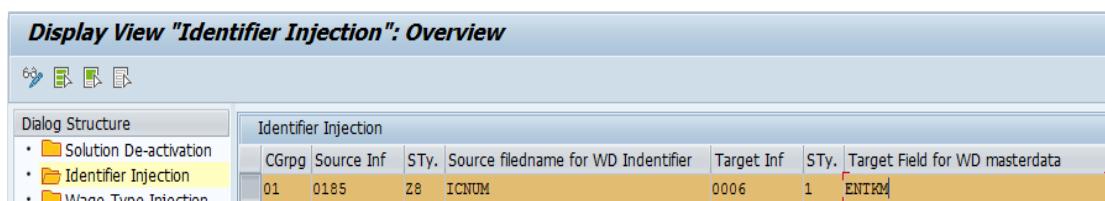
- a. Talend creates IT0185 record with subtype Z8 along with ‘Distance in km.’ in the G2 file based on below configuration
  - a. Value Mapping for Field ‘Custom\_ID\_Type {Other\_Identifier}’ is required as follows :



The screenshot shows the 'Value Mapping Transformation' dialog. It has three tabs: 'Ctry Grouping' (set to 01), 'Solution' (set to WD PECL), and 'ADP Field Name' (set to Custom\_ID\_Type {Other\_Identifier}). The main area displays a table with one row:

Seq. Nr.	Condition Code	Source Value	Target Value
0002		DIST	Z8

- b. While loading the data via G2, IT185 record will be merged into IT0006 with ‘Distance in km.’ based on below configuration
  - a. Configure additional subtype (Z8) for IT0185 in table V\_T5R05
  - b. Configure ‘Identifier Injection’ Table (Area Menu ZCON → G2 → ZADP\_M99\_CON\_G2CLCFG - Configuration Setup → Identifier Injection) as follows to Inject information from IT0185 to IT0006



The screenshot shows the 'Display View "Identifier Injection": Overview' dialog. On the left, there's a 'Dialog Structure' tree with 'Identifier Injection' selected. The main area is titled 'Identifier Injection' and contains a table:

CGrg	Source Inf	STy.	Source filename for WD Identifier	Target Inf	STy.	Target Field for WD masterdata
01	0185	Z8	ICNUM	0006	1	ENTKM

### **Address - Japan**

For Japan, Address is required to be maintained in two local languages (two subtypes) kanji and Katakana, for payroll/legal reporting purposes

If both Permanent / Mailing addresses are maintained under HOME address in Workday, then GlobalView can generate multiple records for different subtypes based on the usage type value mapping configuration. This should be discussed during the implementation phase



It is recommended to maintain switch ADDRESS\_USAGE = 'ON'

Display View "Switches": Overview						
Dialog Structure	Ctry Grouping 2.2	Solution WD PECI				
- Country Solution						
- Switches						
- Constants						
- Conditions						
- Controls						
- Exclusion						
- Value Mapping fields						
- Value Mapping Transform						
Switches						
Switch Name      Switch Value						
ADDRESS_USAGE	ON					
DROP_TERMCHANGE	OFF					
ESSU	WORKDAY_ACCOUNT					

If the configuration is set as follows i.e.

- Usage Behavior ID = 'Permanent' as a condition and Usage Type value 'HOME' = 1 as a value mapping
- Usage Behavior ID = 'Mailing' as a condition and Usage Type value 'HOME' = J1

Display View "Conditions": Overview						
Dialog Structure	Ctry Grouping 2.2	Solution WD PECI				
- Country Solution						
- Switches						
- Constants						
- Conditions						
- Controls						
- Exclusion						
- Value Mapping fields						
- Value Mapping Transform						
Conditions						
Seq. Nr	Condition Code	ADP Field Name	Source Value			
0001	C22EventCodePCI	Derived_Event_Code {Effective_Change}	PCI			
0002	C22EventCodePCI	Type_Of_Transfer {Additional_Information}	PERMANENT IA			
0003	C22EventCodePCO	Derived_Event_Code {Effective_Change}	PCO			
0004	C22EventCodePCO	Type_Of_Transfer {Additional_Information}	PERMANENT IA			
0005	C22GenderF	Gender {Personal}	Female			
0006	C22GenderM	Gender {Personal}	Male			
0007	C22_AddressUsage_1	Usage_Behavior_ID {Address}	Permanent			
0009	C22_AddressUsage_5	Usage_Behavior_ID {Address}	Mailing			

**Display View "Value Mapping Transformation": Overview**

Seq. Nr	Condition Code	Source Value	Target Value
0001		WORK	2
0002	C22_AddressUsage_5	HOME	J1
0003	C22_AddressUsage_1	HOME	1

Then Talend generates two IT0006 with subtype 1 and J1 record in the G2 file as follows

```
P0006 | "23444 | "JP | "0 | "INS | "0006 | "2 | "20160701 | "99991231 | " | "
P0006 | "23444 | "JP | "0 | "INS | "0006 | "1 | "20160701 | "99991231 | " | "
P0006 | "23444 | "JP | "0 | "INS | "0006 | "9J00 | "20160701 | "99991231 | " | "
P0006 | "23444 | "JP | "0 | "INS | "0006 | "J1 | "20160701 | "99991231 | " | "
```

Address in Workday	Address in GlobalView
<pre>&lt;peci:Address&gt;   &lt;peci:Usage_Type&gt;HOME&lt;/peci:Usage_Type&gt;   &lt;peci:Address_Line_1&gt;Sunny Mansion 2033&lt;/peci:Address_Line_1&gt;   &lt;peci:Address_Line_2&gt;236-1 tsunekunii&lt;/peci:Address_Line_2&gt;   &lt;peci:City&gt;Shibuya-kuu&lt;/peci:City&gt;   &lt;peci:Address_Line_1_Local&gt;神戸市2033&lt;/peci:Address_Line_1_Local&gt;   &lt;peci:Address_Line_2_Local&gt;コウツツグンアビラショウウ&lt;/peci:Address_Line_2_Local&gt;   &lt;peci:Address_Line_4_Local&gt;オイカサヒ2033&lt;/peci:Address_Line_4_Local&gt;   &lt;peci:Address_Line_5_Local&gt;港南236-1&lt;/peci:Address_Line_5_Local&gt;   &lt;peci:Address_Line_6_Local&gt;サニーマンジョン236-1&lt;/peci:Address_Line_6_Local&gt;   &lt;peci:City_Local&gt;東京都港区区&lt;/peci:City_Local&gt;   &lt;peci:Postal_Code&gt;150-3455&lt;/peci:Postal_Code&gt;   &lt;peci:Country&gt;JP&lt;/peci:Country&gt;   &lt;peci:Country_Region&gt;Tokyo&lt;/peci:Country_Region&gt;   &lt;peci:State_Province&gt;Tokyo&lt;/peci:State_Province&gt;   - &lt;peci:Usage&gt;     &lt;peci:Usage_Behavior_ID&gt;Permanent&lt;/peci:Usage_Behavior_ID&gt;   &lt;/peci:Usage&gt;</pre>	<p>Address</p> <p>Address type: Permanent residence</p> <p>Country: Japan</p> <p>Region: 13 Tokyo-to</p> <p>Address (kanji): 神戸市2033</p> <p>Address (katakana): オイカサヒ2033</p> <p>Address (kanji): 港南236-1</p> <p>Address (katakana): サニーマンジョン236-1</p> <p>Address (kanji): 東京都港区区</p> <p>Address (katakana): コウツツグンアビラショウウ</p>
<pre>&lt;/peci:Address&gt; &lt;peci:Address peci:isAdded="1"&gt;   &lt;peci:Usage_Type&gt;HOME&lt;/peci:Usage_Type&gt;   &lt;peci:Address_Line_1&gt;Sunny Mansion 2033&lt;/peci:Address_Line_1&gt;   &lt;peci:Address_Line_2&gt;236-1 tsunekunii&lt;/peci:Address_Line_2&gt;   &lt;peci:City&gt;Shibuya-kuu&lt;/peci:City&gt;   &lt;peci:Address_Line_1_Local&gt;神戸市2033&lt;/peci:Address_Line_1_Local&gt;   &lt;peci:Address_Line_2_Local&gt;ユウツツグンアビラショウウ&lt;/peci:Address_Line_2_Local&gt;   &lt;peci:Address_Line_4_Local&gt;オイカサヒ2033&lt;/peci:Address_Line_4_Local&gt;   &lt;peci:Address_Line_5_Local&gt;港南236-1&lt;/peci:Address_Line_5_Local&gt;   &lt;peci:Address_Line_6_Local&gt;サニーマンジョン236-1&lt;/peci:Address_Line_6_Local&gt;   &lt;peci:City_Local&gt;東京都港区区&lt;/peci:City_Local&gt;   &lt;peci:Postal_Code&gt;150-3455&lt;/peci:Postal_Code&gt;   &lt;peci:Country&gt;JP&lt;/peci:Country&gt;   &lt;peci:Country_Region&gt;Tokyo&lt;/peci:Country_Region&gt;   &lt;peci:State_Province&gt;Tokyo&lt;/peci:State_Province&gt;   - &lt;peci:Usage&gt;     &lt;peci:Usage_Behavior_ID&gt;Mailing&lt;/peci:Usage_Behavior_ID&gt;   &lt;/peci:Usage&gt; &lt;/peci:Address&gt;</pre>	<p>Address</p> <p>Address type: Official(tax) address</p> <p>Country: Japan</p> <p>Region: 13 Tokyo-to</p> <p>Address (kanji): 神戸市2033</p> <p>Address (katakana): オイカサヒ2033</p> <p>Address (kanji): 港南236-1</p> <p>Address (katakana): サニーマンジョン236-1</p> <p>Address (kanji): 東京都港区区</p> <p>Address (katakana): ユウツツグンアビラショウウ</p> <p>Municipal city code: 141313</p> <p>Address (kanji): 川崎市川崎区</p>



## Address - Municipality code for Mexico

For Mexico, Municipality code is required in Address so to can be derived based on State and City fields requiring the configuration below in GlobalView.

- Configure conditions based on State (State is the same as Country region in GlobalView).

**Display View "Conditions": Overview**

Seq. Nr	Condition Code	ADP Field Name	Source Value
002	C32_Country_Region_BC	Country_Region {Address}	Baja California
003	C32_Country_Region_BCS	Country_Region {Address}	Baja California Sur
004	C32_Country_Region_DF	Country_Region {Address}	Distrito Federal

- In each State, there could be multiple cities so perform value mapping configuration for City with corresponding Municipality Code by using the above condition so that Municipality Code will be populated in the G2 file

**Display View "Value Mapping Transformation": Overview**

Seq. Nr	Condition Code	Source Value	Target Value
001	C32_Country_Region_AGS	Aguascalientes	0001
002	C32_Country_Region_DF	Azcapotzalco	0002
003	C32_Country_Region_DF	Coyoacan	0003
004	C32_Country_Region_DF	Azcapotzalco	0007
005	C32_Country_Region_DF	Cuauhtemoc	0015
006	C32_Country_Region_NL	Azcapotzalco	0006

For example:

PECI file

GlobalView System

```
<peci:Address>
<peci:Usage_Type>HOME</peci:Usage_Type>
<peci:Address_Line_1>Street56</peci:Address_Line_1>
<peci:Address_Line_2>lane4</peci:Address_Line_2>
<peci:City>Mexico</peci:City>
<peci:City_Subdivision_1>Hinodi</peci:City_Subdivision_1>
<peci:Postal_Code>01510</peci:Postal_Code>
<peci:Country>MX</peci:Country>
<peci:Country_Region>Distrito Federal</peci:Country_Region>
<peci:State_Province>Distrito Federal</peci:State_Province>
```

```

The screenshot shows the GlobalView System interface. At the top, there is a header with fields for Pers. No., Name, Pers.Assgn, Status, and other HR-related information. Below this, the 'Address data' section is highlighted with a yellow box. It contains fields for Address type (set to '1 Permanent residence'), Care Of, Street/House (Street56), District (Test), Region (DF), Municip. (0062 Azcapotzalco), Country (MX), and P.Code/City. The 'Municip.' field is specifically highlighted with a yellow box.

#### ***Address – Romania – SIRUTA code exclusion***

For Romania Address, currently, SIRUTA code is not supported under the address section in PECI. If a client needs this then they have to build address solution under Workday Enhanced integration.

The screenshot shows a software interface for managing personnel addresses. At the top, there are several input fields: Pers. No. (61000090), Pers. Assign (Romania (61) RO - Romania Ro - B...), Personnel No (61000090), Name (Test ID3 SP80), Pers.area (1001 RO - Romania), EE group (1 Perm. / Active ...), EE subgrp (10 Management (Monthly)), Status (Active), Start (01.06.2012), to (31.12.9999), Chng (24.11.2014), and GVEA1787. Below this is a section titled 'Address' with various fields: Address type (Permanent residence), Care Of, Street and House No. (Test Address), 2nd address line, Postal code/Locality (999999 Bucuresti), District, Block / Staircase, Floor / Flat, SIRUTA Code (highlighted in yellow), Region, Country Key (Romania), Telephone Number, Distance in km., Company housing, and Bus route.

#### ***Address – South Africa - Infotype Exclusion -***

South African addresses are not currently supported by PECL and must be integrated through Enhanced Integration.

#### ***Address – Taiwan –Infotype Exclusion***

As part of PECL configurations, exclude subtype 9J00 (Address in English) which is reserved for GDMS.

#### **IT0007 – Planned Working Time**

Workday has two field overrides under the position section which can be modified in the client implementation tenant to meet the GlobalView requirements. The default is ‘NA’ for both fields.

1. Weekly\_Hours
2. Monthly\_Working\_Hours

Refer to the Implementation Guide for more details.

## IT0008 – Basic Pay

### ***Pay Scale validation for IT0008***

Refer to section [PayScale validation for IT0008](#) in the SM30 Additional Configuration section to avoid G2 load failures for IT0008 related to TARIF configuration.

### ***Multiple Wage Codes Compensation plans***

A client who wants to implement the field override approach which supports the IT0008 PECI solution for multiple wage codes should:

1. de-activate the coupled G2 solution via the solution de-activation configuration
2. remove all the wage types which were configured as part of a coupled solution.

If the Workday partner cannot exclude the wage type being sent via the Compensation Earnings & Deductions section, then infotype exclusion should be used to exclude the wage type.

### ***Wage Type Injections for IT0008***

Starting in February 2020, Infotype injection is no longer supported. Clients already configured with infotype inject may continue to use this method but must be made aware that infotype injection is out of scope for Global Payroll Reconciliation. All new implementations must be configured with the multi-wage type calculated fields so they may take advantage of Global Payroll Reconciliation.

These wage types are not supported for reconciliation.

## IT0009 – Bank Details

### ***Infotype Bank Details – Delete***

G2 was not equipped to generate DEL records for this infotype in the older solution, due to which the Bank records stayed in the GlobalView systems despite being deleted from Workday. A delete functionality for Infotype 9 bank details is now provided by building design logic in Talend and G2 as described below.

#### **Solution features**

- **Talend Design:**

1. When **IsDeleted** tag is available in any sequence, generate a DEL record in G2. DEL record should be generated in G2 exceptionally ignoring the optimization, irrespective of the availability of isDeleted attribute in different sequences in PECI.
  2. Collect DEL record from payment election(**IsUpdated** tags) if the distribution percentage or Amount has prior value & prior value is not null or '0'
  3. While generating the DEL record map the field ANZHL with a prior value of distribution percentage and map the field BETRG with a prior value of Distribution Amount. Rest of the fields should be mapped with current values, based on the existing mapping
  4. The existing logic of collecting INS record when payment election is reported with **isUpdated** attribute should be left as it is, no changes required.
- **G2 Design**

Deletion of existing secondary bank records

    5. For PECI the incoming G2 record will be collected with operation 'DEL'.
    6. **Subtype Retrieval:** Since there are subtype in GlobalView for Infotype Bank details, G2 reads if there is an existing record in database by reading the following fields
      - Bank ID (ignore if IBAN is available)
      - Bank Account (ignore if IBAN is available)
      - Distribution percentage / Amount
      - IBAN
      - Currency
    7. If a record exists – use the subtype retrieval and modify the incoming record with subtype retrieved and modify the incoming record.
    8. If no record exists – do not process the incoming record and move the record to IGNOR status.
    9. In cases where there are multiple records for Subtype-1-Other Bank in the system with same data records of (Bank ID, Bank Account, Distribution percentage / Amount, IBAN, Currency) but with different start and end dated the incoming DEL record begin date should be within the date range of Infotype 9 records
- If **IsAdded** (In Prior sequence/In Sequence 0) and **IsDeleted** (In Later Sequence/In Sequence 1) attributes are available in the same file/same extract are *Not Supported* in the Integration solution.
  - If **IsUpdated** (In Prior sequence/In Sequence 0) and **IsDeleted** (In Later Sequence/In Sequence 1) attributes are available in the same file/same extract are *Not Supported* in the Integration solution.

## Configuration

Transaction Code used for GlobalView configuration: ZADP\_M99\_CON\_G2GLCFG

The solution as shown below should be activated

| Solution Activation |                 |                            |                                     |
|---------------------|-----------------|----------------------------|-------------------------------------|
|                     | File Generation | Function Description       | Reprocess                           |
| PECI                | WDAY_IT0009     | ENHANCEMENTS               | <input checked="" type="checkbox"/> |
| PECI                | WDAY_OTP        | CORRECTIONS AND RESCINDS 2 | <input type="checkbox"/>            |
| PECI                | WDAY_TERM       | AUTO_DELIMIT REVERSAL      | <input type="checkbox"/>            |

## Sample Scenarios

Below are some sample scenarios.

**Delete Primary Bank with highest percentage allocation and make Secondary as primary**

## G2 Record

P0009|23197|US|0|DEL|0009|0|20171031|99991231|||US|011000015|7827  
3827328|I||USD||70.00|||01||||||||||||||||||

| Load Date  | Load Time | Rec Type | Client Id | Cty | Assignment ID | Rec No | Pers No  | Info Type | Subtype | Obj Id | L Ind | Start Date | End date   | Seq No | Reason For Change | MD Op. | Status | Last P Date | Last P Time | Message |
|------------|-----------|----------|-----------|-----|---------------|--------|----------|-----------|---------|--------|-------|------------|------------|--------|-------------------|--------|--------|-------------|-------------|---------|
| 01.11.2017 | 13:35:24  | P0009    | 23197     | 10  |               | 001    | 10141266 | 0009      | 0       |        |       | 31.10.2017 | 31.12.9999 | 000    |                   | DEL    | IGNOR  | 01.11.2017  | 13:35:24    |         |
| 01.11.2017 | 13:35:24  | P0009    | 23197     | 10  |               | 002    | 10141266 | 0009      | 1       |        |       | 31.10.2017 | 31.12.9999 | 000    |                   | DEL    | COMP   | 01.11.2017  | 13:35:24    |         |
| 01.11.2017 | 13:35:24  | P0009    | 23197     | 10  |               | 003    | 10141266 | 0009      | 0       |        |       | 01.02.2017 | 31.12.9999 | 000    |                   | INS    | COMP   | 01.11.2017  | 13:35:24    |         |

## IT0009 - Bank Details

PECL FILE

GlobalView SYSTEM

```

<ped:Worker>
  - <ped:Worker_Summary>
    <ped:WID>508eaa81f3710110060f40eff847141f</ped:WID>
    <ped:Employee_ID>23197</ped:Employee_ID>
    <ped:Name>Ms. Abb Mida Jon Jr.</ped:Name>
  </ped:Worker_Summary>
  - <ped:Effective_Change ped:Sequence="0">
    <ped:Derived_Event_Code>DTA</ped:Derived_Event_Code>
    <ped:Effective_Moment>20171031T07:47:37</ped:Effective_Moment>
    <ped:Entry_Moment>20171031T07:47:37</ped:Entry_Moment>
    <ped:Payment_Election ped:isDeleted="1">
      <ped:Order>2</ped:Order>
      <ped:Payment_Type>Direct Deposit</ped:Payment_Type>
      <ped:Country>US</ped:Country>
      <ped:Currency>USD</ped:Currency>
      <ped:Account_Number>88273827328</ped:Account_Number>
      <ped:Account_Type>SA</ped:Account_Type>
      <ped:Bank_ID>011000015</ped:Bank_ID>
      <ped:Distribution_Percentage>0.7</ped:Distribution_Percentage>
    </ped:Payment_Election>
    <ped:Payment_Election ped:isUpdated="1">
      <ped:Order>1</ped:Order>
      <ped:Payment_Type>Direct Deposit</ped:Payment_Type>
      <ped:Country>US</ped:Country>
      <ped:Currency>USD</ped:Currency>
      <ped:Account_Number>88273827328</ped:Account_Number>
      <ped:Account_Type>SA</ped:Account_Type>
      <ped:Bank_ID>021000018</ped:Bank_ID>
      <ped:Distribution_Percentage ped:priorValue="0.3">0</ped:Distribution_Percentage>
      <ped:Distribution_Balance ped:priorValue="0">1</ped:Distribution_Balance>
    </ped:Payment_Election>
  </ped:Effective_Change>

```

|                     |                                    |                                  |                                      |                          |
|---------------------|------------------------------------|----------------------------------|--------------------------------------|--------------------------|
| Pers. No.           | 10141266                           | Pers.Assgn                       | USA (10) - 01 US - United States ... |                          |
| Name                | Ms Abb Mida Jon Prinz              | Status                           | Active                               |                          |
| EE group            | 1 Perm. / Active - ... Personnelar | U000                             | US - United States America 000       |                          |
| EE subgroup         | UM Mgmt Salaried Exempt            |                                  |                                      |                          |
| Start               | 01.02.2017                         | to                               | 31.12.9999                           | Chng 01.11.2017 GVEA1787 |
| <b>Bank details</b> |                                    |                                  |                                      |                          |
| Bank details type   | Main bank                          |                                  |                                      |                          |
| Payee               | Ms Abb Mida Jon Prinz              |                                  |                                      |                          |
| Postal Code/City    | 99501                              | New York                         |                                      |                          |
| Bank Country        | USA                                |                                  |                                      |                          |
| Bank Key            | 021000018                          | THE BANK OF NEW YORK 6023 AIRPOR |                                      |                          |
| Bank Account        | 88273827328                        | Bank control key                 | 01                                   |                          |
| IBAN                |                                    |                                  |                                      |                          |
| Payment Method      | I Bank transfer (ACH IAT)          |                                  |                                      |                          |
| Purpose             |                                    |                                  |                                      |                          |
| Payment Currency    | USD                                | United States Dollar             |                                      |                          |

|                     |                                    |                                  |                                      |                          |
|---------------------|------------------------------------|----------------------------------|--------------------------------------|--------------------------|
| Pers. No.           | 10141266                           | Pers.Assgn                       | USA (10) - 01 US - United States ... |                          |
| Name                | Ms Abb Mida Jon Prinz              | Status                           | Active                               |                          |
| EE group            | 1 Perm. / Active - ... Personnelar | U000                             | US - United States America 000       |                          |
| EE subgroup         | UM Mgmt Salaried Exempt            |                                  |                                      |                          |
| Start               | 01.09.2016                         | to                               | 31.01.2017                           | Chng 01.11.2017 GVEA1787 |
| <b>Bank details</b> |                                    |                                  |                                      |                          |
| Bank details type   | Main bank                          |                                  |                                      |                          |
| Payee               | Ms Abb Mida Jon Prinz              |                                  |                                      |                          |
| Postal Code/City    | 99501                              | New York                         |                                      |                          |
| Bank Country        | USA                                |                                  |                                      |                          |
| Bank Key            | 011000015                          | FEDERAL RESERVE BANK 1000 PEACHT |                                      |                          |
| Bank Account        | 78273827328                        | Bank control key                 | 01                                   |                          |
| IBAN                |                                    |                                  |                                      |                          |
| Payment Method      | I Bank transfer (ACH IAT)          |                                  |                                      |                          |
| Purpose             |                                    |                                  |                                      |                          |
| Payment Currency    | USD                                | United States Dollar             |                                      |                          |

|                     |                                    |                                  |                                      |                          |
|---------------------|------------------------------------|----------------------------------|--------------------------------------|--------------------------|
| Pers. No.           | 10141266                           | Pers.Assgn                       | USA (10) - 01 US - United States ... |                          |
| Name                | Ms Abb Mida Jon Prinz              | Status                           | Active                               |                          |
| EE group            | 1 Perm. / Active - ... Personnelar | U000                             | US - United States America 000       |                          |
| EE subgroup         | UM Mgmt Salaried Exempt            |                                  |                                      |                          |
| Start               | 01.09.2016                         | to                               | 30.10.2017                           | Chng 01.11.2017 GVEA1787 |
| <b>Bank details</b> |                                    |                                  |                                      |                          |
| Bank details type   | Other bank                         |                                  |                                      |                          |
| Payee               | Ms Abb Mida Jon Prinz              |                                  |                                      |                          |
| Postal Code/City    | 99501                              | New York                         |                                      |                          |
| Bank Country        | USA                                |                                  |                                      |                          |
| Bank Key            | 021000018                          | THE BANK OF NEW YORK 6023 AIRPOR |                                      |                          |
| Bank Account        | 88273827328                        | Bank control key                 | 01                                   |                          |
| IBAN                |                                    |                                  |                                      |                          |
| Payment Method      | I Bank transfer (ACH IAT)          |                                  |                                      |                          |
| Purpose             |                                    |                                  |                                      |                          |
| Payment Currency    | USD                                | United States Dollar             |                                      |                          |
| Standard value      | 0,00 USD                           |                                  |                                      |                          |
| Standard Percentage | 30,00                              |                                  |                                      |                          |

## **Delete Primary Bank and Add New Banks as Primary and Secondary Bank Details – 23205**

## G2 Record

| Load Date  | Load Time | Rec Type | Client ID | Cty | Assignment ID | Rec No | Pers No  | Info Type | Subtype | Obj Id | L Ind | Start Date | End date   | Seq No | Reason For Change | MD Op. | Status | Last P Date | Last P Time | Message |
|------------|-----------|----------|-----------|-----|---------------|--------|----------|-----------|---------|--------|-------|------------|------------|--------|-------------------|--------|--------|-------------|-------------|---------|
| 02.11.2017 | 08:33:26  | P0009    | 23205     | 10  |               | 001    | 10141259 | 0009      | 0       |        |       | 31.10.2017 | 31.12.9999 | 000    |                   | DEL    | COMPL  | 02.11.2017  | 08:33:26    |         |
| 02.11.2017 | 08:33:26  | P0009    | 23205     | 10  |               | 002    | 10141259 | 0009      | 0       |        |       | 01.02.2017 | 31.12.9999 | 000    |                   | INS    | COMPL  | 02.11.2017  | 08:33:26    |         |
| 02.11.2017 | 08:33:26  | P0009    | 23205     | 10  |               | 003    | 10141259 | 0009      | 1       |        |       | 01.02.2017 | 31.12.9999 | 000    |                   | INS    | COMPL  | 02.11.2017  | 08:33:26    |         |

IT0009 - Bank details

## PECI FILE

```
<ped:Worker>
  -<ped:Worker_Summary>
    <ped:WID>508ea91f37101769c2d59f1f8471223</ped:WID>
    <ped:Employee_ID>23205</ped:Employee_ID>
    <ped:Name>Mr. Ijj Mida Lide Jr.</ped:Name>
  </ped:Worker_Summary>
  -<ped:Effective_Change ped:Sequence="0">
    <ped:Derived_Event_Code>DTA</ped:Derived_Event_Code>
    <ped:Effective_Moment>20171031T08:02:06</ped:Effective_Moment>
    <ped:Entry_Moment>20171031T08:02:06</ped:Entry_Moment>
  -<ped:Payment_Election ped:isDeleted="1">
    <ped:Order>1</ped:Order>
    <ped:Payment_Type>Direct Deposit</ped:Payment_Type>
    <ped:Country>US</ped:Country>
    <ped:Currency>USD</ped:Currency>
    <ped:Account_Number>78273827328</ped:Account_Number>
    <ped:Account_Type>SA</ped:Account_Type>
    <ped:Bank_ID>011000015</ped:Bank_ID>
    <ped:Distribution_Balance>1</ped:Distribution_Balance>
  </ped:Payment_Election>
  -<ped:Payment_Election ped:isAdded="1">
    <ped:Order>1</ped:Order>
    <ped:Payment_Type>Direct Deposit</ped:Payment_Type>
    <ped:Country>US</ped:Country>
    <ped:Currency>USD</ped:Currency>
    <ped:Account_Number>68273827326</ped:Account_Number>
    <ped:Account_Type>SA</ped:Account_Type>
    <ped:Bank_ID>0110000536</ped:Bank_ID>
    <ped:Distribution_Percentage>0.1</ped:Distribution_Percentage>
  </ped:Payment_Election>
  -<ped:Payment_Election ped:isAdded="1">
    <ped:Order>2</ped:Order>
    <ped:Payment_Type>Direct Deposit</ped:Payment_Type>
    <ped:Country>US</ped:Country>
    <ped:Currency>USD</ped:Currency>
    <ped:Account_Number>88273827328</ped:Account_Number>
    <ped:Account_Type>SA</ped:Account_Type>
    <ped:Bank_ID>0210000018</ped:Bank_ID>
    <ped:Distribution_Percentage>0.9</ped:Distribution_Percentage>
  </ped:Payment_Election>
```

GlobalView SYSTEM

|                     |                        |                         |                                      |                                |
|---------------------|------------------------|-------------------------|--------------------------------------|--------------------------------|
| Pers. No.           | 10141259               | Pers.Assgn              | USA (10) - 01 US - United States ... |                                |
| Name                | Mr Ijj Mida Lide Prinz | Status                  | Active                               |                                |
| EE group            | 1 Perm. / Active - ... | Personnel ar            | U000                                 | US - United States America 000 |
| EE subgroup         | UM                     | Mgmt Salaried Exempt    |                                      |                                |
| Start               | 01.02.2017             | to                      | 31.12.9999                           | Chng 02.11.2017 GVEA1787       |
| <b>Bank details</b> |                        |                         |                                      |                                |
| Bank details type   | Main bank              |                         |                                      |                                |
| Payee               | Mr Ijj Mida Lide Prinz |                         |                                      |                                |
| Postal Code/City    | 99501                  | New York                |                                      |                                |
| Bank Country        | USA                    |                         |                                      |                                |
| Bank Key            | 021000018              | THE BANK OF NEW YORK    | 6023 AIRPOR                          |                                |
| Bank Account        | 88273827328            | Bank control key        | 01                                   |                                |
| IBAN                |                        |                         |                                      |                                |
| Payment Method      | I                      | Bank transfer (ACH IAT) |                                      |                                |
| Purpose             |                        |                         |                                      |                                |
| Payment Currency    | USD                    | United States Dollar    |                                      |                                |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                          |                      |                                      |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|----------------------|--------------------------------------|--------------------------|-------------------|------------|-------|------------------------|------------------|-------|----------|--------------|-----|----------|-----------|-------------|--------------|-------------|------------------|----|------|--|--|--|----------------|---------------------------|--|--|---------|--|--|--|------------------|-----|----------------------|--|----------------|------|--|-----|---------------------|-------|--|--|
| Pers. No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 10141259                                                 | Pers.Assgn           | USA (10) - 01 US - United States ... |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| Name                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Mr Ijj Mida Lide Prinz                                   |                      | Status                               | Active                   |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| EE group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1                                                        | Perm. / Active ...   | Personnel ar                         | U000                     |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| EE subgroup                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <input checked="" type="checkbox"/> Mgmt Salaried Exempt |                      | US - United States America 000       |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| Start                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 01.02.2017                                               | to                   | 31.12.9999                           | Chng 02.11.2017 GVEA1787 |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| <h3>Bank details</h3> <table border="1"> <tr> <td>Bank details type</td> <td>Other bank</td> </tr> <tr> <td>Payee</td> <td>Mr Ijj Mida Lide Prinz</td> </tr> <tr> <td>Postal Code/City</td> <td>99501</td> <td>New York</td> </tr> <tr> <td>Bank Country</td> <td>USA</td> </tr> <tr> <td>Bank Key</td> <td>011000536</td> <td>FHLB BOSTON</td> </tr> <tr> <td>Bank Account</td> <td>68273827326</td> <td>Bank control key</td> <td>01</td> </tr> <tr> <td>IBAN</td> <td colspan="3"></td> </tr> <tr> <td>Payment Method</td> <td colspan="3">I Bank transfer (ACH IAT)</td> </tr> <tr> <td>Purpose</td> <td colspan="3"></td> </tr> <tr> <td>Payment Currency</td> <td>USD</td> <td colspan="2">United States Dollar</td> </tr> <tr> <td>Standard value</td> <td colspan="2">0,00</td> <td>USD</td> </tr> <tr> <td>Standard Percentage</td> <td colspan="2">10,00</td> <td></td> </tr> </table> |                                                          |                      |                                      |                          | Bank details type | Other bank | Payee | Mr Ijj Mida Lide Prinz | Postal Code/City | 99501 | New York | Bank Country | USA | Bank Key | 011000536 | FHLB BOSTON | Bank Account | 68273827326 | Bank control key | 01 | IBAN |  |  |  | Payment Method | I Bank transfer (ACH IAT) |  |  | Purpose |  |  |  | Payment Currency | USD | United States Dollar |  | Standard value | 0,00 |  | USD | Standard Percentage | 10,00 |  |  |
| Bank details type                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Other bank                                               |                      |                                      |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| Payee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Mr Ijj Mida Lide Prinz                                   |                      |                                      |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| Postal Code/City                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 99501                                                    | New York             |                                      |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| Bank Country                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | USA                                                      |                      |                                      |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| Bank Key                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 011000536                                                | FHLB BOSTON          |                                      |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| Bank Account                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 68273827326                                              | Bank control key     | 01                                   |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| IBAN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                          |                      |                                      |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| Payment Method                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | I Bank transfer (ACH IAT)                                |                      |                                      |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| Purpose                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          |                      |                                      |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| Payment Currency                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | USD                                                      | United States Dollar |                                      |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| Standard value                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 0,00                                                     |                      | USD                                  |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |
| Standard Percentage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 10,00                                                    |                      |                                      |                          |                   |            |       |                        |                  |       |          |              |     |          |           |             |              |             |                  |    |      |  |  |  |                |                           |  |  |         |  |  |  |                  |     |                      |  |                |      |  |     |                     |       |  |  |

|                     |                        |                                  |                                      |                                |
|---------------------|------------------------|----------------------------------|--------------------------------------|--------------------------------|
| Pers. No.           | 10141259               | Pers.Assgn                       | USA (10) - 01 US - United States ... |                                |
| Name                | Mr Ijj Mida Lide Prinz |                                  |                                      | Status Active                  |
| EE group            | 1                      | Perm. / Active - ... Personnelar | U000                                 | US - United States America 000 |
| EE subgroup         | UM                     | Mgmt Salaried Exempt             |                                      |                                |
| Start               | 01.09.2016             | to                               | 31.01.2017                           | Chng 31.10.2017 GVEA1787       |
| <b>Bank details</b> |                        |                                  |                                      |                                |
| Bank details type   | Main bank              |                                  |                                      |                                |
| Payee               | Mr Ijj Mida Lide Prinz |                                  |                                      |                                |
| Postal Code/City    | 99501                  | New York                         |                                      |                                |
| Bank Country        | USA                    |                                  |                                      |                                |
| Bank Key            | 011000015              | FEDERAL RESERVE BANK 1000 PEACHT |                                      |                                |
| Bank Account        | 78273827328            | Bank control key                 | 01                                   |                                |
| IBAN                | <input type="text"/>   |                                  |                                      |                                |
| Payment Method      | I                      | Bank transfer (ACH IAT)          |                                      |                                |
| Purpose             | <input type="text"/>   |                                  |                                      |                                |
| Payment Currency    | USD                    | United States Dollar             |                                      |                                |

**Delete all other Banks – 23206**

## G2 Record

| Load Date  | Load Time | Rec Type | Client ID | Cty | Assignment ID | Rec No | Pers No  | Info Type | Subtype | Obj Id | L Ind | Start Date | End date   | Seq No | Reason For Change | MD Op. | Status | Last P Date | Last P Time | Message |
|------------|-----------|----------|-----------|-----|---------------|--------|----------|-----------|---------|--------|-------|------------|------------|--------|-------------------|--------|--------|-------------|-------------|---------|
| 02.11.2017 | 09:05:39  | POC09    | 23206     | 10  |               | 001    | 10141260 | 0009      | 1       |        |       | 01.11.2017 | 31.12.9999 | 000    |                   | DEL    | COMPL  | 02.11.2017  | 09:05:39    |         |
| 02.11.2017 | 09:05:39  | POC09    | 23206     | 10  |               | 002    | 10141260 | 0009      | 1       |        |       | 01.11.2017 | 31.12.9999 | 001    |                   | DEL    | COMPL  | 02.11.2017  | 09:05:39    |         |
| 02.11.2017 | 09:05:39  | POC09    | 23206     | 10  |               | 003    | 10141260 | 0009      | 0       |        |       | 01.02.2017 | 31.12.9999 | 001    |                   | MOD    | COMPL  | 02.11.2017  | 09:05:39    |         |

## IT0009 – Bank Details

### PECI FILE

```

<ped:Worker>
  - <ped:Worker_Summary>
    <ped:WID>508ea81f37101fac6ed82f1fb473d23</ped:WID>
    <ped:Employee_ID>23206</ped:Employee_ID>
    <ped:Name>Ms. Jkk Mida Jon Jr.</ped:Name>
  </ped:Worker_Summary>
  - <ped:Effective_Change ped:Sequence="0">
    <ped:Derived_Event_Code>DTA</ped:Derived_Event_Code>
    <ped:Effective_Moment>20171101T02:20:33</ped:Effective_Moment>
    <ped:Entry_Moment>20171101T02:20:33</ped:Entry_Moment>
  - <ped:Payment_Election ped:isUpdated="1">
    <ped:Order ped:priorValue="3">1</ped:Order>
    <ped:Payment_Type>Direct Deposit</ped:Payment_Type>
    <ped:Country>US</ped:Country>
    <ped:Currency>USD</ped:Currency>
    <ped:Account_Number>78273827328</ped:Account_Number>
    <ped:Account_Type>SA</ped:Account_Type>
    <ped:Bank_ID>011000015</ped:Bank_ID>
    <ped:Distribution_Balance>1</ped:Distribution_Balance>
    <ped:Distribution_Percentage>0.1</ped:Distribution_Percentage>
  - <ped:Payment_Election ped:isDeleted="1">
    <ped:Order>2</ped:Order>
    <ped:Payment_Type>Direct Deposit</ped:Payment_Type>
    <ped:Country>US</ped:Country>
    <ped:Currency>USD</ped:Currency>
    <ped:Account_Number>88273827328</ped:Account_Number>
    <ped:Account_Type>SA</ped:Account_Type>
    <ped:Bank_ID>021000018</ped:Bank_ID>
    <ped:Distribution_Percentage>0.1</ped:Distribution_Percentage>
  - <ped:Payment_Election ped:isDeleted="1">
    <ped:Order>1</ped:Order>
    <ped:Payment_Type>Direct Deposit</ped:Payment_Type>
    <ped:Country>US</ped:Country>
    <ped:Currency>USD</ped:Currency>
    <ped:Account_Number>98273827328</ped:Account_Number>
    <ped:Account_Type>SA</ped:Account_Type>
    <ped:Bank_ID>041002876</ped:Bank_ID>
    <ped:Distribution_Amount>2000</ped:Distribution_Amount>
  </ped:Payment_Election>

```

### GlobalView SYSTEM

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Pers. No. <input type="text" value="10141260"/> Pers.Assgn <input type="text" value="USA (10) - 01 US - United States ..."/> Status <input type="button" value="Active"/></p> <p>EE group <input type="text" value="1"/> Perm. / Active - ... Personnelar <input type="text" value="U000"/> US - United States America 000</p> <p>EE subgroup <input type="text" value="UM"/> Mgmt Salaried Exempt</p> <p>Start <input type="text" value="01.02.2017"/> to <input type="text" value="31.12.9999"/> Chng <input type="text" value="02.11.2017"/> GVEA1787</p>                                                                                                                                                                                                                                                                     | <p><b>Bank details</b></p> <p>Bank details type <input type="text" value="Main bank"/> Payee <input type="text" value="Ms Jkk Mida Jon Prinz"/> Postal Code/City <input type="text" value="99501"/> New York</p> <p>Bank Country <input type="text" value="USA"/> Bank Key <input type="text" value="011000015"/> FEDERAL RESERVE BANK 1000 PEACHT</p> <p>Bank Account <input type="text" value="78273827328"/> Bank control key <input type="text" value="01"/> IBAN <input type="button" value=""/></p> <p>Payment Method <input type="text" value="I"/> Bank transfer (ACH IAT)</p> <p>Purpose <input type="text"/></p> <p>Payment Currency <input type="text" value="USD"/> United States Dollar</p> |
| <p>Pers. No. <input type="text" value="10141260"/> Pers.Assgn <input type="text" value="USA (10) - 01 US - United States ..."/> Status <input type="button" value="Active"/></p> <p>EE group <input type="text" value="1"/> Perm. / Active - ... Personnelar <input type="text" value="U000"/> US - United States America 000</p> <p>EE subgroup <input type="text" value="UM"/> Mgmt Salaried Exempt</p> <p>Start <input type="text" value="01.02.2017"/> to <input type="text" value="31.10.2017"/> Chng <input type="text" value="02.11.2017"/> GVEA1787</p>                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <p><b>Bank details</b></p> <p>Bank details type <input type="text" value="Other bank"/> Payee <input type="text" value="Ms Jkk Mida Jon Prinz"/> Postal Code/City <input type="text" value="99501"/> New York</p> <p>Bank Country <input type="text" value="USA"/> Bank Key <input type="text" value="021000018"/> THE BANK OF NEW YORK 6023 AIRPOR</p> <p>Bank Account <input type="text" value="88273827328"/> Bank control key <input type="text" value="01"/> IBAN <input type="button" value=""/></p> <p>Payment Method <input type="text" value="I"/> Bank transfer (ACH IAT)</p> <p>Purpose <input type="text"/></p> <p>Payment Currency <input type="text" value="USD"/> United States Dollar</p> <p>Standard value <input type="text" value="0,00"/> USD</p> <p>Standard Percentage <input type="text" value="10,00"/></p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <p>Pers. No. <input type="text" value="10141260"/> Pers.Assgn <input type="text" value="USA (10) - 01 US - United States ..."/> Status <input type="button" value="Active"/></p> <p>EE group <input type="text" value="1"/> Perm. / Active - ... Personnelar <input type="text" value="U000"/> US - United States America 000</p> <p>EE subgroup <input type="text" value="UM"/> Mgmt Salaried Exempt</p> <p>Start <input type="text" value="01.02.2017"/> to <input type="text" value="31.10.2017"/> Chng <input type="text" value="02.11.2017"/> GVEA1787</p>                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <p><b>Bank details</b></p> <p>Bank details type <input type="text" value="Other bank"/> Payee <input type="text" value="Ms Jkk Mida Jon Prinz"/> Postal Code/City <input type="text" value="99501"/> New York</p> <p>Bank Country <input type="text" value="USA"/> Bank Key <input type="text" value="041002876"/> SHOREBANK 7054 S JEFF</p> <p>Bank Account <input type="text" value="98273827328"/> Bank control key <input type="text" value="01"/> IBAN <input type="button" value=""/></p> <p>Payment Method <input type="text" value="I"/> Bank transfer (ACH IAT)</p> <p>Purpose <input type="text"/></p> <p>Payment Currency <input type="text" value="USD"/> United States Dollar</p> <p>Standard value <input type="text" value="2.000,00"/> USD</p> <p>Standard Percentage <input type="text" value="0,00"/></p>         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

### ***Updating Begin Date for Bank Details - Global***

IT0009 Begin date is updated in GV as follows:

1. New hire and Re-Hire Employee
  - a. Allocate hire date as the start for the record
2. All other changes check the control record for the payroll area to which the employee belongs and do the following:
  - a. If the control record has not yet been created, use the hire date or the first day of the current calendar month, whichever is later.
  - b. If the payroll is in ‘Exit Payroll’ status, then the start date should be moved to the first day of the next period.
  - c. If the payroll is in ‘Released for Correction’ status (or Early / Main Correction status), then the start date should be changed to the first day of the current period or the hire date whichever is later.
  - d. If the payroll is in ‘Released for Payroll’ status or ‘Check Payroll Results’ status, then data will be loaded into the locked tables as is. When it is reprocessed, it will again look at the status of the control record.

### ***Updating Bank Details - Argentina***

The 22 character Argentinian CBU number (Clave Bancaria Uniforme) value consists of:

- the 8 character Bank ID + Branch number with its single character verification code
- followed by the bank account number and its single character verification code in the last 14 characters.

How the bank details are updated in GlobalView are dependent on

1. Whether the ZCON Constant BANK is configured.
2. Which incoming PECI variation

#### **DEFBANKL\_IT0009 Constant**

Configure this constant with the default Bank Key value if needed.

#### **PECI Variation 1: Bank ID\* and Account Number entered separately**

|                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                             |                      |           |                                  |           |                                        |             |                      |             |                      |                          |                      |              |                                                                            |                |                                           |                 |                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------------|-----------|----------------------------------|-----------|----------------------------------------|-------------|----------------------|-------------|----------------------|--------------------------|----------------------|--------------|----------------------------------------------------------------------------|----------------|-------------------------------------------|-----------------|----------------------|
| <p>When Bank ID and Account Number are concatenated to create the 22 characters CBU.</p> <p>*NOTE: Workday field Bank Code becomes the PECI Bank_ID field.</p> | <p>Worker      Den AR PA EEI (27436)</p> <p>Account Country      Argentina</p> <p>Used by Pay Types:      Expense Payments<br/>External Payroll System</p> <p><b>Account Information</b></p> <table><tr><td>Account Nickname (optional)</td><td><input type="text"/></td></tr><tr><td>Bank Code</td><td><input type="text" value="016"/></td></tr><tr><td>Bank Name</td><td><input type="text" value="AR Bank"/> *</td></tr><tr><td>Branch Code</td><td><input type="text"/></td></tr><tr><td>Branch Name</td><td><input type="text"/></td></tr><tr><td>Bank Identification Code</td><td><input type="text"/></td></tr><tr><td>Account Type</td><td><input checked="" type="radio"/> Checking<br/><input type="radio"/> Savings</td></tr><tr><td>Account Number</td><td><input type="text" value="1234567890"/> *</td></tr><tr><td>Name On Account</td><td><input type="text"/></td></tr></table> | Account Nickname (optional) | <input type="text"/> | Bank Code | <input type="text" value="016"/> | Bank Name | <input type="text" value="AR Bank"/> * | Branch Code | <input type="text"/> | Branch Name | <input type="text"/> | Bank Identification Code | <input type="text"/> | Account Type | <input checked="" type="radio"/> Checking<br><input type="radio"/> Savings | Account Number | <input type="text" value="1234567890"/> * | Name On Account | <input type="text"/> |
| Account Nickname (optional)                                                                                                                                    | <input type="text"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                             |                      |           |                                  |           |                                        |             |                      |             |                      |                          |                      |              |                                                                            |                |                                           |                 |                      |
| Bank Code                                                                                                                                                      | <input type="text" value="016"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                             |                      |           |                                  |           |                                        |             |                      |             |                      |                          |                      |              |                                                                            |                |                                           |                 |                      |
| Bank Name                                                                                                                                                      | <input type="text" value="AR Bank"/> *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                             |                      |           |                                  |           |                                        |             |                      |             |                      |                          |                      |              |                                                                            |                |                                           |                 |                      |
| Branch Code                                                                                                                                                    | <input type="text"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                             |                      |           |                                  |           |                                        |             |                      |             |                      |                          |                      |              |                                                                            |                |                                           |                 |                      |
| Branch Name                                                                                                                                                    | <input type="text"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                             |                      |           |                                  |           |                                        |             |                      |             |                      |                          |                      |              |                                                                            |                |                                           |                 |                      |
| Bank Identification Code                                                                                                                                       | <input type="text"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                             |                      |           |                                  |           |                                        |             |                      |             |                      |                          |                      |              |                                                                            |                |                                           |                 |                      |
| Account Type                                                                                                                                                   | <input checked="" type="radio"/> Checking<br><input type="radio"/> Savings                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                             |                      |           |                                  |           |                                        |             |                      |             |                      |                          |                      |              |                                                                            |                |                                           |                 |                      |
| Account Number                                                                                                                                                 | <input type="text" value="1234567890"/> *                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                             |                      |           |                                  |           |                                        |             |                      |             |                      |                          |                      |              |                                                                            |                |                                           |                 |                      |
| Name On Account                                                                                                                                                | <input type="text"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                             |                      |           |                                  |           |                                        |             |                      |             |                      |                          |                      |              |                                                                            |                |                                           |                 |                      |

| <b>In Workday</b>                                                                                                                                                                                                   | <b>In GlobalView</b>                                                                                                                                                       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>When Bank ID and Account number are entered separately in Workday PECI contains:</p> <ul style="list-style-type: none"> <li>• Bank_ID = the bank code</li> <li>• Account_Number = the account number.</li> </ul> | <p>The Bank ID and Bank Account are concatenated and updated in the <i>Purpose</i> field. The concatenated Bank ID + Account Number value cannot exceed 22 characters.</p> |

| <b>PECI FILE</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>GV SYSTEM</b>                                                       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
| <pre> &lt;peci:Worker&gt;   &lt;peci:Worker_Summary&gt;     &lt;peci:WID&gt;e9d80f9361b301ccb0c95cab75177f29&lt;/peci:WID&gt;     &lt;peci:Employee_ID&gt;27436&lt;/peci:Employee_ID&gt;     &lt;peci:Name&gt;Mr Den Mida AR PA EEI&lt;/peci:Name&gt;   &lt;/peci:Worker_Summary&gt; + &lt;peci:Effective_Change ped:Sequence="0"&gt; - &lt;peci:Effective_Change ped:Sequence="1"&gt;   &lt;peci:Derived_Event_Code&gt;DTA&lt;/peci:Derived_Event_Code&gt;   &lt;peci:Effective_Moment&gt;20190722T00:10:42&lt;/peci:Effective_Moment&gt;   &lt;peci:Entry_Moment&gt;20190722T00:10:42&lt;/peci:Entry_Moment&gt; - &lt;peci:Payment_Election ped:isAdded="1"&gt;   &lt;peci:Order&gt;1&lt;/peci:Order&gt;   &lt;peci:Payment_Type&gt;Direct Deposit&lt;/peci:Payment_Type&gt;   &lt;peci:Country&gt;AR&lt;/peci:Country&gt;   &lt;peci:Currency&gt;ARS&lt;/peci:Currency&gt;   &lt;peci:Account_Number&gt;1234567890&lt;/peci:Account_Number&gt;   &lt;peci:Bank_ID&gt;016&lt;/peci:Bank_ID&gt;   &lt;peci:Distribution_Balance&gt;1&lt;/peci:Distribution_Balance&gt; &lt;/peci:Payment_Election&gt; </pre> | <p style="color: red; margin-left: 20px;">Bank ID + Account number</p> |

### PECI Variation 2

| <b>In Workday</b>                                                                                                                                               | <b>In GlobalView</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>When the Bank ID and Account number are entered in the Account Number field in Workday PECI 's Account_Number contains the bank ID + the account number.</p> | <ul style="list-style-type: none"> <li>• The entire 22 character account number value is entered is updated in the Purpose field.</li> <li>• If the PECI Bank_ID is absent then the constant from DEFBANKL_IT0009 updates the GlobalView Bank Key field; otherwise, Bank Key is entered as-is from positions 1 to 3 of the PECI's full Account_Number</li> <li>• Positions 12 to 21st of the account number is Also, updated in the account number field</li> </ul> |

### **Updating Bank Details - Brazil**

Brazil - The business logic to populate IT0009 resides in middleware(Talend) as noted below.

| <b>Main Bank &amp; Bank_Id = 341 or 001</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                                       |            |       |       |       |       |                                                                                                |        |       |       |          |         |       |       |       |       |       |       |       |       |        |       |       |       |       |          |   |            |            |     |  |      |     |      |   |   |    |          |         |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-----------------------------------------------------------------------|------------|-------|-------|-------|-------|------------------------------------------------------------------------------------------------|--------|-------|-------|----------|---------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|----------|---|------------|------------|-----|--|------|-----|------|---|---|----|----------|---------|
| Bank Key(BANKL)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       | Bank Account Number(BANKN)                                            |            |       |       |       |       | Bank Control Key(BKONT)                                                                        |        |       |       |          |         |       |       |       |       |       |       |       |       |        |       |       |       |       |          |   |            |            |     |  |      |     |      |   |   |    |          |         |
| <b>Bank_Id + 0 + Branch_Id</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |       | <b>Account_Number</b><br>(first part of the value when hyphen exists) |            |       |       |       |       | <b>Account_Number</b><br>(the second part of the value when hyphen exists)                     |        |       |       |          |         |       |       |       |       |       |       |       |       |        |       |       |       |       |          |   |            |            |     |  |      |     |      |   |   |    |          |         |
| Example:<br><u>PECL File</u> -<br>Bank_Id = 001<br>Branch_Id = 2454                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       | Example:<br><u>PECL File</u> -<br>Account_Number = 3700001-1          |            |       |       |       |       | The value should be 2 digits, If it is just one digit value then add "9" in the first position |        |       |       |          |         |       |       |       |       |       |       |       |       |        |       |       |       |       |          |   |            |            |     |  |      |     |      |   |   |    |          |         |
| <u>G2 File</u> -<br>BANKL= 00102454                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       | <u>G2 File</u> –<br>BANKN: 3700001                                    |            |       |       |       |       | Example:<br><u>PECL File</u> -<br>Account_Number = 3700001-1                                   |        |       |       |          |         |       |       |       |       |       |       |       |       |        |       |       |       |       |          |   |            |            |     |  |      |     |      |   |   |    |          |         |
| <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>PERNR</th><th>SUBTY</th><th>ENDDA</th><th>BEGDA</th><th>SEQNR</th><th>BETRG</th><th>WAERS</th><th>ANZHL</th><th>ZEINH</th><th>BANKSA</th><th>ZLSCH</th><th>BANKS</th><th>BANKL</th><th>BANKN</th></tr> </thead> <tbody> <tr> <td>37900213</td><td>0</td><td>31.12.9999</td><td>01.10.2018</td><td>000</td><td></td><td>0,00</td><td>BRL</td><td>0,00</td><td>0</td><td>U</td><td>BR</td><td>00102454</td><td>3700001</td></tr> </tbody> </table> |       |                                                                       |            |       |       |       |       |                                                                                                |        |       |       |          | PERNR   | SUBTY | ENDDA | BEGDA | SEQNR | BETRG | WAERS | ANZHL | ZEINH | BANKSA | ZLSCH | BANKS | BANKL | BANKN | 37900213 | 0 | 31.12.9999 | 01.10.2018 | 000 |  | 0,00 | BRL | 0,00 | 0 | U | BR | 00102454 | 3700001 |
| PERNR                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | SUBTY | ENDDA                                                                 | BEGDA      | SEQNR | BETRG | WAERS | ANZHL | ZEINH                                                                                          | BANKSA | ZLSCH | BANKS | BANKL    | BANKN   |       |       |       |       |       |       |       |       |        |       |       |       |       |          |   |            |            |     |  |      |     |      |   |   |    |          |         |
| 37900213                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 0     | 31.12.9999                                                            | 01.10.2018 | 000   |       | 0,00  | BRL   | 0,00                                                                                           | 0      | U     | BR    | 00102454 | 3700001 |       |       |       |       |       |       |       |       |        |       |       |       |       |          |   |            |            |     |  |      |     |      |   |   |    |          |         |

| <b>Main Bank &amp; Bank_Id = 033 or 237</b>                                                                                                                                                                                                                                                                                                                 |          |                                                               |       |          |          |       |       |                                                                                                |  |  |  |  |       |       |       |       |       |       |       |       |     |          |   |    |          |          |  |    |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------------------------------------------------|-------|----------|----------|-------|-------|------------------------------------------------------------------------------------------------|--|--|--|--|-------|-------|-------|-------|-------|-------|-------|-------|-----|----------|---|----|----------|----------|--|----|
| Bank Key(BANKL)                                                                                                                                                                                                                                                                                                                                             |          | Bank Account Number(BANKN)                                    |       |          |          |       |       | Bank Control Key(BKONT)                                                                        |  |  |  |  |       |       |       |       |       |       |       |       |     |          |   |    |          |          |  |    |
| <b>Bank_Id + 0 + Branch_Id</b>                                                                                                                                                                                                                                                                                                                              |          | <b>Account_Number</b>                                         |       |          |          |       |       | <b>Check_Digit</b>                                                                             |  |  |  |  |       |       |       |       |       |       |       |       |     |          |   |    |          |          |  |    |
| Example:<br><u>PECL File</u> -<br>Bank_Id = 033<br>Branch_Id = 2312                                                                                                                                                                                                                                                                                         |          | Example:<br><u>PECL File</u> –<br>Account_Number = 01003906-1 |       |          |          |       |       | The value should be 2 digits, if it is just one-digit value then add "9" in the first position |  |  |  |  |       |       |       |       |       |       |       |       |     |          |   |    |          |          |  |    |
| <u>G2 File</u> -<br>BANKL= 03302312                                                                                                                                                                                                                                                                                                                         |          | <u>G2 File</u> – BANKN: 010039061                             |       |          |          |       |       | Example:<br><u>PECL File</u> - Check_Digit = 5                                                 |  |  |  |  |       |       |       |       |       |       |       |       |     |          |   |    |          |          |  |    |
| <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>MANDT</th><th>PERNR</th><th>SUBTY</th><th>BANKS</th><th>BANKL</th><th>BANKN</th><th>BANKP</th><th>BKONT</th></tr> </thead> <tbody> <tr> <td>002</td><td>37001121</td><td>0</td><td>BR</td><td>03302312</td><td>01003906</td><td></td><td>95</td></tr> </tbody> </table> |          |                                                               |       |          |          |       |       |                                                                                                |  |  |  |  | MANDT | PERNR | SUBTY | BANKS | BANKL | BANKN | BANKP | BKONT | 002 | 37001121 | 0 | BR | 03302312 | 01003906 |  | 95 |
| MANDT                                                                                                                                                                                                                                                                                                                                                       | PERNR    | SUBTY                                                         | BANKS | BANKL    | BANKN    | BANKP | BKONT |                                                                                                |  |  |  |  |       |       |       |       |       |       |       |       |     |          |   |    |          |          |  |    |
| 002                                                                                                                                                                                                                                                                                                                                                         | 37001121 | 0                                                             | BR    | 03302312 | 01003906 |       | 95    |                                                                                                |  |  |  |  |       |       |       |       |       |       |       |       |     |          |   |    |          |          |  |    |

| <b>Other Banks</b>             |  |                               |  |  |  |  |  |                         |  |  |  |  |
|--------------------------------|--|-------------------------------|--|--|--|--|--|-------------------------|--|--|--|--|
| Bank Key(BANKL)                |  | Bank Account Number(BANKN)    |  |  |  |  |  | Bank Control Key(BKONT) |  |  |  |  |
| <b>Bank_Id + 0 + Branch_Id</b> |  | <b>Account_Number (as-is)</b> |  |  |  |  |  | <b>NA</b>               |  |  |  |  |

Example:  
PECI File -  
 Bank\_Id = 745  
 Branch\_Id = 2454  
G2 File -  
 BANKN: 3700009-1  
 BANKL= 74502454

Example:  
PECI File -  
 Account\_Number = 3700009-1  
G2 File -  
 BANKN: 3700009-1

| PERNR    | SUBTY | ENDDA      | BEGDA      | SEQNR | BETRG | WAERS | ANZHL | ZEINH | BNKSA | ZLSCH | BANKS | BANKL    | BANKN     | BR |
|----------|-------|------------|------------|-------|-------|-------|-------|-------|-------|-------|-------|----------|-----------|----|
| 37900205 | 0     | 31.12.9999 | 01.11.2018 | 000   | 0,00  | BRL   | 0,00  |       | 0     | U     | BR    | 74502454 | 3700009-1 |    |



If the system is not expected to add “9” as a first digit when Bank Control Key is a single-digit value then enable new solution through Control ‘BR\_IT0009\_NEW’ as follows

### **Bank Control Key(BKONT) - Brazil**

If ‘BR\_IT0009\_NEW’ Control is set to ‘ON’ then Bank Account Number(BKONT) is populated as follows:

| PECI File |                |           | G2 File                                            |                                                              |  |
|-----------|----------------|-----------|----------------------------------------------------|--------------------------------------------------------------|--|
| Bank_Id   | Account_Number | Branch_Id | BKONT (Bank Account Value)                         | BANKN (Bank Account Number)<br>for only Bank_Id = 033 or 237 |  |
| 001       | 123456-1       | 12345     | 51                                                 | 123456                                                       |  |
| 001       | 123456/2       | 1234-6    | 62                                                 | 123456                                                       |  |
| 001       | 123456/2       | 123-67    | 72                                                 | 123456                                                       |  |
| 001       | 123456-4       | 1234/7    | 74                                                 | 123456                                                       |  |
| 001       | 1/1            | 1234-8    | 81                                                 | 1                                                            |  |
| 001       | 123456-3       | 1234      | Error (Branch_Id value should consist of 5 digits) | 123456                                                       |  |
| 001       | 123456/7       | 123       | Error (Branch_Id value should consist of 5 digits) | 123456                                                       |  |

| PECI File |                |           | G2 File                                                                    |                                                           |
|-----------|----------------|-----------|----------------------------------------------------------------------------|-----------------------------------------------------------|
| Bank_Id   | Account_Number | Branch_Id | BKONT (Bank Account Value)                                                 | BANKN (Bank Account Number) for only Bank_Id = 033 or 237 |
| 001       | 123456-7       | 12345     | Error (Branch_Id value should consist of 5 digits)                         | 123456                                                    |
| 001       | 123456-7       | 123457    | Error (Branch_Id value should consist of 5 digits)                         | 123456                                                    |
| 001       | 123456-7       | 123-787   | Error (Branch_Id value should consist of 5 digits)                         | 123456                                                    |
| 001       | 123            | 1234-6    | Error (Account_Number value should have 2 parts with separator '/' or '-') | Error (Account_Number value should consists 2 strings)    |

### Validations :

- If ‘Account\_Number’ value is not having 2 parts separated by either ‘/’ or ‘-’ then raise an error “Account\_Number value should have 2 parts with separator ‘/’ or ‘-’ ”.
- If ‘Branch\_Id’ value is having more than 6 digits then raise an error “Branch\_Id value should consist of 5 digits”

Set Control ‘BR\_BKONT\_NEW’ to ‘ON’ for banks expecting to follow the above logic.

- a) Define a condition as follows

| Ctry Grouping | 37             | Solution                   | WD PECI      |          |
|---------------|----------------|----------------------------|--------------|----------|
| Conditions    |                |                            |              |          |
| Seq. Nr       | Condition Code | ADP Field Name             | Source Value | Operator |
| 0011          | C37_Bank_Id    | Bank_ID {Payment_Election} | 001          | OR       |
| 0012          | C37_Bank_Id    | Bank_ID {Payment_Election} | 033          | OR       |
| 0013          | C37_Bank_Id    | Bank_ID {Payment_Election} | 237          | OR       |
| 0014          | C37_Bank_Id    | Bank_ID {Payment_Election} | 341          | OR       |

- b) Define Control ‘BR\_BKONT\_NEWLOGIC’ as ‘ON’ using the above condition as follows

| Ctry Grouping                                                                                                                                                                                                                  | 37               |                |               |                |               |   |                  |             |    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|----------------|---------------|----------------|---------------|---|------------------|-------------|----|
| Solution                                                                                                                                                                                                                       | WD PECI          |                |               |                |               |   |                  |             |    |
| Controls                                                                                                                                                                                                                       |                  |                |               |                |               |   |                  |             |    |
| <table border="1"><thead><tr><th>Seq. Nr</th><th>Control Name</th><th>Condition Code</th><th>Control Value</th></tr></thead><tbody><tr><td>3</td><td>BR_BKONT_NEWL...</td><td>C37_Bank_Id</td><td>ON</td></tr></tbody></table> |                  | Seq. Nr        | Control Name  | Condition Code | Control Value | 3 | BR_BKONT_NEWL... | C37_Bank_Id | ON |
| Seq. Nr                                                                                                                                                                                                                        | Control Name     | Condition Code | Control Value |                |               |   |                  |             |    |
| 3                                                                                                                                                                                                                              | BR_BKONT_NEWL... | C37_Bank_Id    | ON            |                |               |   |                  |             |    |

### ***Updating Bank Details – Czech Republic***

Maintain [constant](#) DEFCON\_IT0009 – 0138 for field ISR Subscriber Number (ESRNR).

## IT0014 – Recurring Payments/Deductions

### **Benefits Earnings and Deductions**

Employee benefits related to wage types can be interfaced from WD to GLOBALVIEW. The information comes from the Benefits\_Earnings\_and\_Deductions section in the PECI file and loaded into IT0014 at GLOBALVIEW.

There are two kinds of benefit plans:

1. Percentage based plans
- The valuation is expected to be done in GlobalView and wage type characteristics should be set accordingly
- The percentage field will be mapped to the Number field (ANZHL) of IT0014 in GlobalView and the unit will be defaulted based on wage type characteristics.
- Amount field is mapped to blank if the amount is not null (See example below)

| PECI File                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | IT0014                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |               |             |            |             |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                               |  |  |  |           |      |               |  |        |  |     |        |             |      |      |  |                   |  |  |  |                   |  |  |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-------------|------------|-------------|--------------|----------|------|--|-----------|--------------------------|----------|--|-----------|-------------------------|--------|--|-------|------------|----|------------|-------------------------------|--|--|--|-----------|------|---------------|--|--------|--|-----|--------|-------------|------|------|--|-------------------|--|--|--|-------------------|--|--|--|
| <pre>&lt;/peci:Payment_Election&gt; - &lt;peci:Benefits_Earnings_and_Deductions peci:isAdded="1"&gt;   &lt;peci:External_Payroll_Code_Name&gt;Pension - EE (P1)&lt;/peci:External_Payroll_Code_Name&gt;   &lt;peci:External_Payroll_Code&gt;PENEPI&lt;/peci:External_Payroll_Code&gt;   &lt;peci:Earning_or_Deduction&gt;D&lt;/peci:Earning_or_Deduction&gt;   &lt;peci:Amount&gt;0&lt;/peci:Amount&gt;   &lt;peci:Percentage&gt;0.03&lt;/peci:Percentage&gt;   &lt;peci:Frequency&gt;Monthly&lt;/peci:Frequency&gt;   &lt;peci:Currency&gt;GBP&lt;/peci:Currency&gt;   &lt;peci:Coverage_Amount&gt;0&lt;/peci:Coverage_Amount&gt;   &lt;peci:Goal_Amount&gt;0&lt;/peci:Goal_Amount&gt; &lt;/peci:Benefits_Earnings_and_Deductions&gt; - &lt;peci:Benefits_Earnings_and_Deductions peci:isAdded="1"&gt;   &lt;peci:External_Payroll_Code_Name&gt;Pension - ER (P1)&lt;/peci:External_Payroll_Code_Name&gt;   &lt;peci:External_Payroll_Code&gt;PENERP1&lt;/peci:External_Payroll_Code&gt;   &lt;peci:Earning_or_Deduction&gt;D&lt;/peci:Earning_or_Deduction&gt;   &lt;peci:Amount&gt;0&lt;/peci:Amount&gt;   &lt;peci:Percentage&gt;0.03&lt;/peci:Percentage&gt;   &lt;peci:Frequency&gt;Monthly&lt;/peci:Frequency&gt;   &lt;peci:Currency&gt;GBP&lt;/peci:Currency&gt;   &lt;peci:Coverage_Amount&gt;0&lt;/peci:Coverage_Amount&gt;   &lt;peci:Goal_Amount&gt;0&lt;/peci:Goal_Amount&gt; &lt;/peci:Benefits_Earnings_and_Deductions&gt;</pre> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">Pers. No.</td> <td style="width: 30%;">13000001</td> <td style="width: 30%;">Pers.Assgn</td> <td>Australia (</td> </tr> <tr> <td>Personnel No</td> <td>13000001</td> <td>Name</td> <td></td> </tr> <tr> <td>Pers.area</td> <td>Q000 AU PersArea 1 - NSW</td> <td>EE group</td> <td></td> </tr> <tr> <td>EE subgrp</td> <td>QS Salaried amt (Mthly)</td> <td>Status</td> <td></td> </tr> <tr> <td>Start</td> <td>01.01.2017</td> <td>to</td> <td>31.12.9999</td> </tr> </table><br><table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="4" style="text-align: center; padding: 5px;">Recurring Payments/Deductions</td> </tr> <tr> <td style="width: 25%;">Wage Type</td> <td style="width: 25%;">7801</td> <td colspan="2">Child Support</td> </tr> <tr> <td>Amount</td> <td></td> <td>AUD</td> <td>Ind.wk</td> </tr> <tr> <td>Number/unit</td> <td>0,03</td> <td>Days</td> <td></td> </tr> <tr> <td>Assignment Number</td> <td colspan="3"></td> </tr> <tr> <td>Reason for Change</td> <td colspan="3"></td> </tr> </table> | Pers. No.     | 13000001    | Pers.Assgn | Australia ( | Personnel No | 13000001 | Name |  | Pers.area | Q000 AU PersArea 1 - NSW | EE group |  | EE subgrp | QS Salaried amt (Mthly) | Status |  | Start | 01.01.2017 | to | 31.12.9999 | Recurring Payments/Deductions |  |  |  | Wage Type | 7801 | Child Support |  | Amount |  | AUD | Ind.wk | Number/unit | 0,03 | Days |  | Assignment Number |  |  |  | Reason for Change |  |  |  |
| Pers. No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 13000001                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Pers.Assgn    | Australia ( |            |             |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                               |  |  |  |           |      |               |  |        |  |     |        |             |      |      |  |                   |  |  |  |                   |  |  |  |
| Personnel No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 13000001                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Name          |             |            |             |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                               |  |  |  |           |      |               |  |        |  |     |        |             |      |      |  |                   |  |  |  |                   |  |  |  |
| Pers.area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Q000 AU PersArea 1 - NSW                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | EE group      |             |            |             |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                               |  |  |  |           |      |               |  |        |  |     |        |             |      |      |  |                   |  |  |  |                   |  |  |  |
| EE subgrp                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | QS Salaried amt (Mthly)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Status        |             |            |             |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                               |  |  |  |           |      |               |  |        |  |     |        |             |      |      |  |                   |  |  |  |                   |  |  |  |
| Start                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 01.01.2017                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | to            | 31.12.9999  |            |             |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                               |  |  |  |           |      |               |  |        |  |     |        |             |      |      |  |                   |  |  |  |                   |  |  |  |
| Recurring Payments/Deductions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |               |             |            |             |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                               |  |  |  |           |      |               |  |        |  |     |        |             |      |      |  |                   |  |  |  |                   |  |  |  |
| Wage Type                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 7801                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Child Support |             |            |             |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                               |  |  |  |           |      |               |  |        |  |     |        |             |      |      |  |                   |  |  |  |                   |  |  |  |
| Amount                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | AUD           | Ind.wk      |            |             |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                               |  |  |  |           |      |               |  |        |  |     |        |             |      |      |  |                   |  |  |  |                   |  |  |  |
| Number/unit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 0,03                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Days          |             |            |             |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                               |  |  |  |           |      |               |  |        |  |     |        |             |      |      |  |                   |  |  |  |                   |  |  |  |
| Assignment Number                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |               |             |            |             |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                               |  |  |  |           |      |               |  |        |  |     |        |             |      |      |  |                   |  |  |  |                   |  |  |  |
| Reason for Change                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |               |             |            |             |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                               |  |  |  |           |      |               |  |        |  |     |        |             |      |      |  |                   |  |  |  |                   |  |  |  |

2. Amount based Plans: The amount field should be mapped to BETRG of IT0014.

| PECI File                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | IT0014                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                     |            |            |           |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                                      |  |  |  |           |      |                     |  |        |        |     |    |             |  |  |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|------------|------------|-----------|--------------|----------|------|--|-----------|--------------------------|----------|--|-----------|-------------------------|--------|--|-------|------------|----|------------|--------------------------------------|--|--|--|-----------|------|---------------------|--|--------|--------|-----|----|-------------|--|--|--|
| <pre> &lt;peci:Benefits_Earnings_and_Deductions peci:isAdded="1"&gt;   &lt;peci:External_Payroll_Code_Name&gt;Basic Life - ER (PI)&lt;/peci:External_Payroll_Code_Name&gt;   &lt;peci:External_Payroll_Code&gt;BLIF-PI&lt;/peci:External_Payroll_Code&gt;   &lt;peci:Earning_or_Deduction&gt;D&lt;/peci:Earning_or_Deduction&gt;   &lt;peci:Amount&gt;228.8&lt;/peci:Amount&gt;   &lt;peci:Percentage&gt;0&lt;/peci:Percentage&gt;   &lt;peci:Frequency&gt;Monthly&lt;/peci:Frequency&gt;   &lt;peci:Currency&gt;GBP&lt;/peci:Currency&gt;   &lt;peci:Coverage_Amount&gt;0&lt;/peci:Coverage_Amount&gt;   &lt;peci:Goal_Amount&gt;0&lt;/peci:Goal_Amount&gt; &lt;/peci:Benefits_Earnings_and_Deductions&gt; </pre> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">Pers. No.</td> <td style="width: 30%;">13000001</td> <td style="width: 15%;">Pers.Assgn</td> <td style="width: 40%;">Australia</td> </tr> <tr> <td>Personnel No</td> <td>13000001</td> <td>Name</td> <td></td> </tr> <tr> <td>Pers.area</td> <td>Q000 AU PersArea 1 - NSW</td> <td>EE group</td> <td></td> </tr> <tr> <td>EE subgrp</td> <td>QS Salaried amt (Mthly)</td> <td>Status</td> <td></td> </tr> <tr> <td>Start</td> <td>01.01.2017</td> <td>to</td> <td>31.12.9999</td> </tr> <tr> <td colspan="4" style="text-align: center;"><b>Recurring Payments/Deductions</b></td> </tr> <tr> <td>Wage Type</td> <td>3021</td> <td>Telephone Allowance</td> <td></td> </tr> <tr> <td>Amount</td> <td>200,00</td> <td>AUD</td> <td>Ir</td> </tr> <tr> <td>Number/unit</td> <td></td> <td></td> <td></td> </tr> </table> | Pers. No.           | 13000001   | Pers.Assgn | Australia | Personnel No | 13000001 | Name |  | Pers.area | Q000 AU PersArea 1 - NSW | EE group |  | EE subgrp | QS Salaried amt (Mthly) | Status |  | Start | 01.01.2017 | to | 31.12.9999 | <b>Recurring Payments/Deductions</b> |  |  |  | Wage Type | 3021 | Telephone Allowance |  | Amount | 200,00 | AUD | Ir | Number/unit |  |  |  |
| Pers. No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 13000001                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Pers.Assgn          | Australia  |            |           |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                                      |  |  |  |           |      |                     |  |        |        |     |    |             |  |  |  |
| Personnel No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 13000001                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Name                |            |            |           |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                                      |  |  |  |           |      |                     |  |        |        |     |    |             |  |  |  |
| Pers.area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Q000 AU PersArea 1 - NSW                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | EE group            |            |            |           |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                                      |  |  |  |           |      |                     |  |        |        |     |    |             |  |  |  |
| EE subgrp                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | QS Salaried amt (Mthly)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Status              |            |            |           |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                                      |  |  |  |           |      |                     |  |        |        |     |    |             |  |  |  |
| Start                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 01.01.2017                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | to                  | 31.12.9999 |            |           |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                                      |  |  |  |           |      |                     |  |        |        |     |    |             |  |  |  |
| <b>Recurring Payments/Deductions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                     |            |            |           |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                                      |  |  |  |           |      |                     |  |        |        |     |    |             |  |  |  |
| Wage Type                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 3021                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Telephone Allowance |            |            |           |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                                      |  |  |  |           |      |                     |  |        |        |     |    |             |  |  |  |
| Amount                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 200,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | AUD                 | Ir         |            |           |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                                      |  |  |  |           |      |                     |  |        |        |     |    |             |  |  |  |
| Number/unit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                     |            |            |           |              |          |      |  |           |                          |          |  |           |                         |        |  |       |            |    |            |                                      |  |  |  |           |      |                     |  |        |        |     |    |             |  |  |  |



If both amount and percentage are present in the PECI file, then amount takes precedence and the percentage will be ignored

### **Non-Prorated Amount**

By setting the switch NONPRORATA\_COMP and when the value is ‘ON’, the wage type amount (BETRG) will be read from the Non-Prorated Amount field in the PECI file, rather than the Amount field in the PECI file.

```

<peci:Compensation_Earnings_and_Deductions peci:isUpdated="1">
  <peci:External_Payroll_Code>3310</peci:External_Payroll_Code>
  <peci:Amount peci:priorValue="0">900</peci:Amount>
  <peci:Non_Prorated_Amount peci:priorValue="0">900</peci:Non_Prorated_Amount>
  <peci:Currency>GBP</peci:Currency>
</peci:Compensation_Earnings_and_Deductions>
<peci:Compensation_Earnings_and_Deductions peci:isUpdated="1">
  <peci:External_Payroll_Code>3149</peci:External_Payroll_Code>
  <peci:Amount peci:priorValue="0">900</peci:Amount>
  <peci:Non_Prorated_Amount peci:priorValue="0">900</peci:Non_Prorated_Amount>
  <peci:Currency>GBP</peci:Currency>
</peci:Compensation_Earnings_and_Deductions>

```

### **Percentage Based Wage Types**

If a country requires support for percentage-based plans in IT0014 for payroll purposes, although Workday is capable of providing the value for percentage-based plans and send it to GlobalView the following setup should be performed

Workday Configuration:

1. Configure the *Allowance Plans Data Section* Integration Field Attribute under the Compensation Plan Data Section.
2. Activate the required *Percentage* field attributes under *Allowance Plans Data Section*
3. Maintain the Integration Map for Compensation Plans
4. Update the External Payroll Earnings Code for the Compensation Plan having a Percent Allowance.

1. Allowance Plan=**SG\_AllowancePlan\_1=1SP0SG**

Element=SG\_PercentPlan\_1

Basis=SG\_CompBasis\_1 (Car Allowance=3030SG)

2. Allowance Plan=**SG\_AllowancePlan\_2=7100SG**

Element=SG\_PercentPlan\_2

Basis=SG\_CompBasis\_2 (Housing allowance=3015SG)

3. Allowance Plan=**SG\_AllowancePlan\_3=7105SG**

Element=SG\_PercentPlan\_3

Basis=SG\_CompBasis\_3 (General Salary Plan)

## GlobalView Configuration:

Go to Value Mapping: Select a compensation plan (Allowance plan). Map the wage types which need to be captured as a percentage in IT0014 in the source column (a value that would be received in PECI) and target value as static value 'PERCENT'.

| ADP Field Name                                        | G2 Record Type | As Is Map?                          |
|-------------------------------------------------------|----------------|-------------------------------------|
| Compensation_Plan {Allowance_Plan}                    | P0014          | <input checked="" type="checkbox"/> |
| External_Payroll_Code {Compensation_Earnings_an...}   | P0014          | <input type="checkbox"/>            |
| External_Payroll_Code {Payroll_Input_Earnings_and...} | P0014          | <input type="checkbox"/>            |

**Compensation\_Plan:** For IT14- shows available wages types which are based on percent values.

| Seq. Nr | Condition Code | Source Value | Target Value                               |
|---------|----------------|--------------|--------------------------------------------|
| 0001    |                | 1SP0SG       | PERCENT <span style="color: red;">★</span> |
| 0002    |                | 7100SG       | PERCENT                                    |
| 0003    |                | 7105SG       | PERCENT                                    |

**Compensation\_Earnings\_and\_Deductions:** The example below shows the Infotype IT0014 wage types with the source and target values.

| Seq. Nr | Condition Code | Source Value | Target Value                            |
|---------|----------------|--------------|-----------------------------------------|
| 0001    |                | 3030SG       | 3030 <span style="color: red;">★</span> |
| 0002    |                | 3015SG       | 3015                                    |
| 0003    |                | 7105SG       | 7105                                    |
| 0004    |                | 1SP0SG       | 1SP0                                    |
| 0005    |                | 7100SG       | 7100                                    |

**IT8-** The amount from the IT14 (recurring earnings & deductions) wage type will be injected into IT8 (basic pay).

| Wage Type Injection |           |                          |                          |
|---------------------|-----------|--------------------------|--------------------------|
| CGrpg               | Wage Type | Drop Amount              | Amount to Num            |
| 25                  | 1500      | <input type="checkbox"/> | <input type="checkbox"/> |

If the PECI has the above wage types, it will be collected into IT0014 with the percentage value from the allowance plan section

Example: Wage type 1SP0SG is 10%

```

<peci:Compensation_Plans>
  - <peci:Allowance_Plan>
    <peci:Compensation_Plan>7100SG</peci:Compensation_Plan>
    <peci:Percentage>0.1</peci:Percentage>
    <peci:Amount>200</peci:Amount>
    <peci:Currency>SGD</peci:Currency>
    <peci:Frequency>Monthly</peci:Frequency>
    <peci:Start_Date>20170201</peci:Start_Date>
  </peci:Allowance_Plan>
  - <peci:Allowance_Plan>
    <peci:Compensation_Plan>1SP0SG</peci:Compensation_Plan>
    <peci:Percentage>0.1</peci:Percentage>
    <peci:Amount>100</peci:Amount>
    <peci:Currency>SGD</peci:Currency>
    <peci:Frequency>Monthly</peci:Frequency>
    <peci:Start_Date>20170201</peci:Start_Date>
  </peci:Allowance_Plan>
  + <peci:Allowance_Plan>
</peci:Compensation_Plans>
<peci:Compensation_Earnings_and_Deductions puci:isAdded="1">
  <peci:External_Payroll_Code>1SP0SG</peci:External_Payroll_Code>
  <peci:Amount>100</peci:Amount>
  <peci:Non_Prorated_Amount>100</peci:Non_Prorated_Amount>
  <peci:Currency>SGD</peci:Currency>
</peci:Compensation_Earnings_and_Deductions>
<peci:Compensation_Earnings_and_Deductions puci:isAdded="1">

```

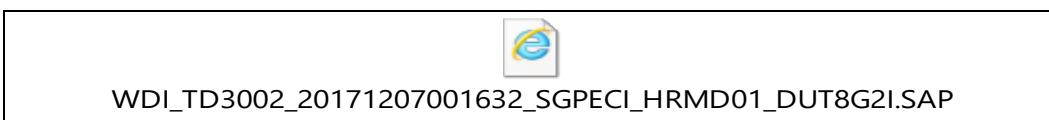
Test Data:

Scenario: New hire with allowance on the same effective date

Sequence: Effective 01.02.2017, Hire EE with

- allowance plan1-1SP0=10% of Car allowance-3030 (\$1000.00)
- and plan2-7100=10% of Housing allowance-3015 (\$2000.00)
- Extract.

See attached PECI file.



## **Units and Percentages based plans**

GlobalView can process PECI input of Units and Percentage based plans. payroll inputs and earnings and deduction sections of PECI is now supported via the certified connector.

Worker SG Benefit (22405)

Warning Payroll interface does not include deleted lines in the payroll extract. Change the amount to \$0 or enter an end date to end the earning or deduction so that the payroll vendor will be informed of the change.

1 item

| Payroll Input | *Earning/Deduction  | *Start Date    | End Date       | Position | Worktag | Comments |
|---------------|---------------------|----------------|----------------|----------|---------|----------|
| (+)           | x Advance Salary-SG | 07 / 24 / 2019 | MM / DD / YYYY |          |         |          |

| *Currency | Input Value | Unit | Rate | Percentage | Goal Amount | Adjustment |
|-----------|-------------|------|------|------------|-------------|------------|
| x SGD     | 0.00        | 0    | 0.00 | 0          | 0.00        |            |

Units and Percentage received from PECI's Payroll E&D section will be stored in IT0014. As Workday permits any combination of one to three values (amount/unit/percentage), ADP applies a processing order logic whenever two or all three fields are present.

1. Amount
2. Percent
3. Unit

The Workday connector must be configured with the units and/or percentage fields so that PECI includes these values.

Related Person Data Section

Related Person Communication

Related Person Identification

Education Data Section

Position Data Section

Compensation Data Section

Compensation Plans Data ...

Payment Election Data Sect...

Employee Contract Data Se...

Collective Agreement Data ...

Leave of Absence Data Sec...

Benefits Earnings and Dedu...

Compensation Earnings an...

Time Off Earnings and Dedu...

Time Tracking

Payroll Input Earnings and ...

Worktag

Field Configuration 16 items

| Field(s)   | Description                                 | Override Default Values  | Include in Output                   | Required Field                      | Maximum Length | More Options |
|------------|---------------------------------------------|--------------------------|-------------------------------------|-------------------------------------|----------------|--------------|
| Start Date | Start Date of the Recurring Payroll Input.  | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | 0              |              |
| End Date   | End Date of the Recurring Payroll Input.    | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | 0              |              |
| Amount     | The amount being earned or deducted         | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | 0              |              |
| Unit       | The unit amount being earned/deducted       | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | 0              |              |
| Rate       | The rate of the earning/deduction           | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            | 0              |              |
| Percentage | The percentage of the earning/deduction     | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | 0              |              |
| Frequency  | The frequency used by the earning/deduction | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            | 0              |              |

## Recurring payments

NOTE: When a recurring payment is entered in Workday with a start and end date falling in a single pay period PECL will extract this change as a One Time Payment.

| PECI FILE (inbound)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    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| <pre> &lt;ped:Worker_Summary&gt;   &lt;ped:WID&gt;910e51d776be01adb950e9154753c83e&lt;/ped:WID&gt;   &lt;ped:Employee_ID&gt;23394&lt;/ped:Employee_ID&gt;   &lt;ped:name&gt;SGTest01 EE12&lt;/ped:name&gt; &lt;/ped:Worker_Summary&gt; &lt;ped:Effective_Change ped:Sequence="0"&gt;   &lt;ped:Derived_Event_Code&gt;HIR&lt;/ped:Derived_Event_Code&gt;   &lt;ped:Effective_Moment&gt;20170201T00:00:00&lt;/ped:Effective_Moment&gt;   &lt;ped:Entry_Moment&gt;20171207T00:10:14&lt;/ped:Entry_Moment&gt; + &lt;ped:Worker_Status ped:isUpdated="1"&gt; + &lt;ped:Personal ped:isUpdated="1"&gt; + &lt;ped:Person_Communication ped:isAdded="1"&gt; + &lt;ped:Person_Identification ped:isUpdated="1"&gt; + &lt;ped:Position ped:isAdded="1"&gt; + &lt;ped:Compensation ped:isAdded="1"&gt; - &lt;ped:Compensation_Plans ped:isAdded="1"&gt;   * &lt;ped:Allowance_Plan&gt;     &lt;ped:Compensation_Plan&gt;7100SG&lt;/ped:Compensation_Plan&gt;     &lt;ped:Percentage&gt;0,1&lt;/ped:Percentage&gt; <span style="color:red;">★</span>     &lt;ped:Amount&gt;200&lt;/ped:Amount&gt;     &lt;ped:Currency&gt;SGD&lt;/ped:Currency&gt;     &lt;ped:Frequency&gt;Monthly&lt;/ped:Frequency&gt;     &lt;ped:Start_Date&gt;20170201&lt;/ped:Start_Date&gt;   &lt;/ped:Allowance_Plan&gt;   &lt;ped:Allowance_Plan&gt;     &lt;ped:Compensation_Plan&gt;1SPOSG&lt;/ped:Compensation_Plan&gt;     &lt;ped:Percentage&gt;0,1&lt;/ped:Percentage&gt; <span style="color:red;">★</span>     &lt;ped:Amount&gt;100&lt;/ped:Amount&gt;     &lt;ped:Currency&gt;SGD&lt;/ped:Currency&gt;     &lt;ped:Frequency&gt;Monthly&lt;/ped:Frequency&gt;     &lt;ped:Start_Date&gt;20170201&lt;/ped:Start_Date&gt;   &lt;/ped:Allowance_Plan&gt;   + &lt;ped:Allowance_Plan&gt;   &lt;/ped:Compensation_Plans&gt; - &lt;ped:Compensation_Earnings_and_Deductions ped:isAdded="1"&gt;   &lt;ped:External_Payroll_Code&gt;1SP0SG&lt;/ped:External_Payroll_Code&gt;   &lt;ped:Amount&gt;100&lt;/ped:Amount&gt;   &lt;ped:Non_Prorated_Amount&gt;100&lt;/ped:Non_Prorated_Amount&gt;   &lt;ped:Currency&gt;SGD&lt;/ped:Currency&gt; &lt;/ped:Compensation_Earnings_and_Deductions&gt; - &lt;ped:Compensation_Earnings_and_Deductions ped:isAdded="1"&gt;   &lt;ped:External_Payroll_Code&gt;7100SG&lt;/ped:External_Payroll_Code&gt;   &lt;ped:Amount&gt;200&lt;/ped:Amount&gt;   &lt;ped:Non_Prorated_Amount&gt;200&lt;/ped:Non_Prorated_Amount&gt;   &lt;ped:Currency&gt;SGD&lt;/ped:Currency&gt; &lt;/ped:Compensation_Earnings_and_Deductions&gt; - &lt;ped:Compensation_Earnings_and_Deductions ped:isAdded="1"&gt;   &lt;ped:External_Payroll_Code&gt;3030SG&lt;/ped:External_Payroll_Code&gt;   &lt;ped:Amount&gt;1000&lt;/ped:Amount&gt;   &lt;ped:Non_Prorated_Amount&gt;1000&lt;/ped:Non_Prorated_Amount&gt;   &lt;ped:Currency&gt;SGD&lt;/ped:Currency&gt; &lt;/ped:Compensation_Earnings_and_Deductions&gt; - &lt;ped:Compensation_Earnings_and_Deductions ped:isAdded="1"&gt;   &lt;ped:External_Payroll_Code&gt;3015SG&lt;/ped:External_Payroll_Code&gt;   &lt;ped:Amount&gt;2000&lt;/ped:Amount&gt;   &lt;ped:Non_Prorated_Amount&gt;2000&lt;/ped:Non_Prorated_Amount&gt;   &lt;ped:Currency&gt;SGD&lt;/ped:Currency&gt; &lt;/ped:Compensation_Earnings_and_Deductions&gt; + &lt;ped:Additional_Information ped:isUpdated="1"&gt;   &lt;ped:Change&gt; </pre> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"> <p>Pers. 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| Assignment Number                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      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| Reason for Change                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      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                                                                        |  |                                           |                                        |
| <p>Payment dates</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">1st payment period 00 or 1st payment date</td> <td style="width: 50%;">Interval in periods 00 Interval/Unit 0</td> </tr> </table>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 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| 1st payment period 00 or 1st payment date                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              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                                                                        |  |                                           |                                        |

## GlobalView SYSTEM

IT8-14-1SP0=1S00

G2 file:

```
P0014|"23394|"SG|"0|"INS|"0014|"1800|"20170201|"99991231||"||"|"1S00||"SGD|"10.00||"||"||"||"
P0014|"23394|"SG|"0|"INS|"0014|"3030|"20170201|"99991231||"||"|"3030||"1000||"SGD||"||"||"||"
```

### GLOBALVIEW:

|       |       |    |  |     |          |      |      |  |            |            |     |  |     |       |
|-------|-------|----|--|-----|----------|------|------|--|------------|------------|-----|--|-----|-------|
| P0008 | 23394 | 25 |  | 007 | 00000000 | 0008 | 0    |  | 01.02.2017 | 31.12.9999 | 000 |  | INS | IGNOR |
| P0008 | 23394 | 25 |  | 008 | 25001688 | 0008 | 0    |  | 01.02.2017 | 31.12.9999 | 000 |  | INS | COMPL |
| P0014 | 23394 | 25 |  | 009 | 00000000 | 0014 | 1500 |  | 01.02.2017 | 31.12.9999 | 000 |  | INS | IGNOR |
| P0014 | 23394 | 25 |  | 010 | 25001688 | 0014 | 3030 |  | 01.02.2017 | 31.12.9999 | 000 |  | INS | COMPL |

| ENDDA      | BEGDA      | TRFAR | TRFBG | TRFGR  | TRFST | WAERS | BSGRD  | DIVGV  | ANSAL     | LGA01 | BET01    | ANZ01 | EIN01 | LGA02 | BET02 | ANZ02 | EIN02 |
|------------|------------|-------|-------|--------|-------|-------|--------|--------|-----------|-------|----------|-------|-------|-------|-------|-------|-------|
| 31.12.9999 | 01.02.2017 | 01    | 01    | SALARY |       | SGD   | 100,00 | 173,33 | 36.000,00 | 1101  | 3.000,00 | 0,00  |       | 1500  | 0,00  | 10,00 | 012   |

|              |                             |                     |                                            |
|--------------|-----------------------------|---------------------|--------------------------------------------|
| Pers. No.    | 25001688                    | Pers.Assgn          | Singapore (25) CCode 1 SG-Perso...         |
| Personnel No | 25001688                    | Name                | Miss EE12 SGTest01                         |
| Pers.area    | R001 SG - Personnel Area 01 | EE group            | 1 Perm. / Active -..                       |
| EE subgrp    | RS Salaried                 | Status              | Active                                     |
| Start        | 01.02.2017                  | to                  | 31.12.9999 Chng 20.12.2017 GVEA1578        |
| Payment type | 0 Basic contract            | Object ID           |                                            |
| Reason       | No reason                   | Next increase       |                                            |
| Pay scale    |                             | Further Information |                                            |
| Type         | 01 SG - Standard            | Capacity Utl. Level | 100,00 %                                   |
| Area         | 01 SG - Monthly             | EESubgroupGrpg.     | PER Periodic (salar...                     |
| Group        | SALARY Level                | Work hours/period   | 173,33 Monthly                             |
|              |                             | Ann.salary          | 36.000,00 SGD                              |
| W...         | Wage Type Long Text         | I...                | O. Amount Curr... I... A. Number/Unit Unit |
| 1101         | Basic Salary                | I                   | 3.000,00 SGD ✓ 0,00                        |
| 1500         | Basic Pay                   | I                   | 0,00 SGD I ✓ 10,00 Month                   |



The unit field will be always defaulted based on the wage type characteristics configuration in GlobalView.

## IT0015 – Additional Payments

### G2 Function: OTPEN2 (CORRECTIONS AND RESCINDS 2)

A Workday change or correction to an existing One-time payment's (OTP) amount or date will always create

1. a G2 delete record with the amount prior to the change
2. and a G2 insert/update record with the latest amount.

#### Example: Time constraint 2 wage type

Use Case 1: The amount of an existing wage type (Time Constraint 2) is changed from 1000 to 2000 SGD.

```

<peci:Effective_Change peci:Sequence="0">
  <peci:Derived_Event_Code>DTA</peci:Derived_Event_Code>
  <peci:Effective_Moment>20160410T00:00:00</peci:Effective_Moment>
  <peci:Entry_Moment>20160821T22:38:42</peci:Entry_Moment>
  - <peci:Compensation_One_Time_Payment peci:isDeleted="1">
    <peci:Position_ID>P-01741</peci:Position_ID>
    <peci:External_Payroll_Code_Name>Award-SG</peci:External_Payroll_Code_Name>
    <peci:External_Payroll_Code>3600SG</peci:External_Payroll_Code>
    <peci:Earning_or_Deduction>E</peci:Earning_or_Deduction>
    <peci:Amount>1000</peci:Amount>
    <peci:Currency>SGD</peci:Currency>
    - <peci:Worktag>
      <peci:Worktag_Code>ADP2500002</peci:Worktag_Code>
      <peci:Worktag_Name>Cost Center: ADP2500002</peci:Worktag_Name>
    </peci:Worktag>
  </peci:Compensation_One_Time_Payment>
  - <peci:Compensation_One_Time_Payment peci:isAdded="1">
    <peci:Position_ID>P-01741</peci:Position_ID>
    <peci:External_Payroll_Code_Name>Award-SG</peci:External_Payroll_Code_Name>
    <peci:External_Payroll_Code>3600SG</peci:External_Payroll_Code>
    <peci:Earning_or_Deduction>E</peci:Earning_or_Deduction>
    <peci:Amount>2000</peci:Amount>
    <peci:Currency>SGD</peci:Currency>
    - <peci:Worktag>
      <peci:Worktag_Code>ADP2500002</peci:Worktag_Code>
      <peci:Worktag_Name>Cost Center: ADP2500002</peci:Worktag_Name>
    </peci:Worktag>
  </peci:Compensation_One_Time_Payment>

```

G2 will be generated as follows:

```

CCRMD| "EN| " | " | ADP | "ADP2500002 | "2500 | "Cost Center: ADP2500002 | "0001 | "Cost Center: ADP2500002 | "
P0015 | "22135 | "SG | "0 | "DEL | "0015 | "3600 | "20160410 | "20160410 | " | " | " | " | " | " | " |
P0015 | "22135 | "SG | "0 | "INS | "0015 | "3600 | "20160410 | "20160410 | " | " | " | " | " | " |
PSREF | "22135 | "SG | "0 | "DEL | "0015 | "3600 | "20160410 | "20160410 | " | " | " | " | " |
PSREF | "22135 | "SG | "0 | "INS | "0015 | "3600 | "20160410 | "20160410 | " | " | " | " | " |

```

The amount of the record with operation 'DEL' in the G2 file will be subtracted from the existing record in GlobalView and if the resultant amount is zero the record will be deleted.

The amount of the record with operation 'INS' will be added to the existing record if any or a new record will be created if not found in GlobalView for the corresponding wage type.

Example:

Before- (existing record in GlobalView)

|                            |                                                |
|----------------------------|------------------------------------------------|
| Chng                       | 30.08.2016                                     |
| <b>Additional Payments</b> |                                                |
| Wage Type                  | 3600      Awards                               |
| Amount                     | 1.000,00 SGD <input type="checkbox"/> Ind.val. |
| Number/unit                | 0,00                                           |
| Date of origin             | 10.04.2016                                     |

After-(After G2 upload)

| Info Type | Subtype | Obj Id | L Ind | Start Date | End date   | Seq No | Reason For Change | MD Op. | Status |
|-----------|---------|--------|-------|------------|------------|--------|-------------------|--------|--------|
| 0015      | 3600    |        |       | 10.04.2016 | 10.04.2016 | 000    |                   | DEL    | COMPL  |
| 0015      | 3600    |        |       | 10.04.2016 | 10.04.2016 | 000    |                   | INS    | COMPL  |

|                            |                                                |
|----------------------------|------------------------------------------------|
| Chng                       | 30.08.2016 GVEA1578                            |
| <b>Additional Payments</b> |                                                |
| Wage Type                  | 3600      Awards                               |
| Amount                     | 2.000,00 SGD <input type="checkbox"/> Ind.val. |
| Number/unit                | 0,00                                           |
| Date of origin             | 10.04.2016                                     |
| Default Date               | 00                                             |
| Assignment Number          |                                                |
| Reason for Change          |                                                |

Use Case 2: Workday also allows multiple occurrences of the same OTPs with the same effective date as seen below i.e. wage type 3105 (time constraint 2) is provided several times with different amounts on 19-Oct-2016.

```

</peci:Worker>
- <peci:Effective_Change peci:Sequence="1">
  <peci:Derived_Event_Code>DTA</peci:Derived_Event_Code>
  <peci:Effective_Moment>20161019T00:00:00</peci:Effective_Moment>
  <peci:Entry_Moment>20161020T00:31:00</peci:Entry_Moment>
  - <peci:Compensation_One_Time_Payment peci:isAdded="1">
    <peci:External_Payroll_Code>3105SG</peci:External_Payroll_Code>
    <peci:Amount>2499</peci:Amount>
    <peci:Currency>SGD</peci:Currency>
  </peci:Compensation_One_Time_Payment>
  - <peci:Compensation_One_Time_Payment peci:isAdded="1">
    <peci:External_Payroll_Code>3105SG</peci:External_Payroll_Code>
    <peci:Amount>3499</peci:Amount>
    <peci:Currency>SGD</peci:Currency>
  </peci:Compensation_One_Time_Payment>
  - <peci:Additional_Information>
    <peci:WorkerID>a7a0d0a5485a10ec08a64be3e3a97238</peci:WorkerID>
  </peci:Additional_Information>
</peci:Effective_Change>
</peci:Worker>

```

Since the wage type is time constraint 2 the amount that would be stored in GlobalView would be an addition of 2499 SGD and 3499 SGD.

Should any amount be corrected the PECL should be output is as follows:

```

</peci:Worker>
- <peci:Effective_Change peci:Sequence="0">
  <peci:Derived_Event_Code>DTA</peci:Derived_Event_Code>
  <peci:Effective_Moment>20161019T00:00:00</peci:Effective_Moment>
  <peci:Entry_Moment>20161020T00:45:01</peci:Entry_Moment>
  - <peci:Compensation_One_Time_Payment peci:isDeleted="1">
    <peci:External_Payroll_Code>3105SG</peci:External_Payroll_Code>
    <peci:Amount>3499</peci:Amount>
    <peci:Currency>SGD</peci:Currency>
  </peci:Compensation_One_Time_Payment>
  - <peci:Compensation_One_Time_Payment peci:isAdded="1">
    <peci:External_Payroll_Code>3105SG</peci:External_Payroll_Code>
    <peci:Amount>4499</peci:Amount>
    <peci:Currency>SGD</peci:Currency>
  </peci:Compensation_One_Time_Payment>
  - <peci:Additional_Information>
    <peci:WorkerID>a7a0d0a5485a10ec08a64be3e3a97238</peci:WorkerID>
  </peci:Additional_Information>
</peci:Effective_Change>
</peci:Worker>

```

The amount 3499 SGD which is generated as 'isDeleted' in PECL record would be subtracted from existing GlobalView record and amount 4499 SGD would be added to the resultant record i.e. Existing 2499 SGD + 3499 SGD in GlobalView will be subtracted by amount 3499 SGD and will be added with 4499 SGD

### **Constant: OTPID (TIME-CONSTRAINT BASED)**

The OPTID constant can prevent incorrect updates during ad-hoc runs, specifically when the Workday OTP plan supports multiple updates for a worker on a given day. This solution is optional and recommended only when a client is facing issues with the existing solution.

#### Settings Required.

This solution requires the Workday OTP configuration to be aligned with the GlobalView OTP configuration including:

- Enabling Workday's OTP ID field.
- Configuring
  - Constant **IT0015\_OTPID\_DATE** with the date this solution should go-live. Without this Constant, the existing logic for OTP will be in play.
  - GlobalView wage types with the same time constraints as Workday. For example, if a wage code is Time constraint 3 in Workday it should be the same in GlobalView. Any differences would lead to inaccurate outcomes.



OTP changes effective after the Go-Live date are not allowed with this solution.

### OTPID Process Flow

The new G2 enhancement will work as follows:

1. If the wage type is time constraint 2, it will be inserted in GlobalView and any existing record in GlobalView will be overwritten.
2. The TC3 wage types require unique identification and the OTP ID stored in the assignment number field of IT0015 would be utilized for this purpose to accurately perform the deletions and data changes.
  - a. If the incoming record has DEL operation, G2 will check the corresponding record in GlobalView with the OTP ID received in the incoming file and set the SEQNR to delete that particular record
  - b. If there is an INS record G2 checks the corresponding record in GlobalView with the OTP ID received in the incoming file and sets the SEQNR to modify the existing record
  - c. If no unique record is found with OTP ID, it should be inserted as it is.

### **France IT3395 – Secondary Infotype for IT0015**

IT 3395 is now internally generated by G2 when not accompanied by IT0015 from the source system.

|              |                                   |             |                                 |
|--------------|-----------------------------------|-------------|---------------------------------|
| Pers. No.    | 6000023                           | Pers. Assgn | 06000023 FRANCE (06) FR - Paris |
| Name         | Mr Temps partiel Prorata dynam... | ID number   | 2680559392097/76                |
| Personnel ar | F000 FR - Paris                   | EE group    | 1 Perm. / Active - FT           |
| Subarea      | 1000 All                          | EE subgrp   | E3 Technician                   |

|                     |                         |          |
|---------------------|-------------------------|----------|
| Additional Payments |                         |          |
| Wage Type           | (highlighted in yellow) |          |
| Amount              | (EUR)                   | Ind.val. |
| Number/unit         |                         |          |
| Date of origin      | 31.03.2015              |          |
| Default Date        |                         |          |
| Assignment Number   |                         |          |
| Reason for Change   |                         |          |

|                      |  |
|----------------------|--|
| Additional fields    |  |
| Start incorpor. per. |  |
| End incorpor. period |  |

### **Regular Process**

These dates are used for FR-DSN legal reports and the dates are usually defaulted by France legal reports based on the France specific configuration associated with wage type i.e. it is not read from IT3395

### **Exceptions to maintaining IT3395**

Wage type xxxx has a defined periodicity one year (from January A – December A), payment of such bonus is done in January A+1 (customized this way in FR specific customizing table).

But the client pays out this bonus to the employee already in December (exception). But for reporting purposes we need to declare such a bonus with January A –December A period.

In such a case, the client would use the new View 3395.

## **Proposed Solution for Workday integration**

The Workday system cannot provide these date types in PECI and we need to rely on the defaulting mechanism which can be done via customizing in GlobalView. Should the defaulting of dates be not sufficient, the wage types should be excluded from Integration using Infotype exclusion configuration.

## IT0041 – Date Specifications

### **Date Mapping: One to many (1: n)**

Use Date Mapping to make the values for a single Workday date type update multiple GlobalView date types. Below is an example of the value mapping configuration for a single Workday date type mapped to multiple GlobalView date types (1:n mapping). Talend will generate IT0041 with date types ‘01’ and ‘02’ and with the same ‘Hire\_Date’ value.

| Ctry Grouping                | 06                        |              |              |
|------------------------------|---------------------------|--------------|--------------|
| Solution                     | WD PECL                   |              |              |
| ADP Field Name               | Hire_Date {Worker_Status} |              |              |
| Value Mapping Transformation |                           |              |              |
| Seq. Nr.                     | Condition Code            | Source Value | Target Value |
| 001                          |                           | DATETYPE0041 | 01           |
| 002                          |                           | DATETYPE0041 | 02           |

### **Date Alignment**

Clients encounter errors in GlobalView or in Streamline partner payrolls when certain infotype start dates do not align with the dates in Actions infotype 0000 or the changes are made mid-way through a payroll period, etc. Also, some sections are entry-dated (defaulted to system date) in Workday and users, therefore, cannot specify a different start date for data in either Workday or GLOBALVIEW.

This issue has been resolved by creating a client-specific custom table - **ZXADP\_INT\_DTALIM** in GlobalView. Additionally, it allows G2 to generate information messages informing users when such date changes have been applied.

| WD-GV Start Date alignment configuration |       |      |                          |                          |                                     |                          |                          |                          |                                     |
|------------------------------------------|-------|------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|
| CGrpg                                    | IType | STy. | Before Go                | Before                   | Align Hire Date                     | Before                   | After                    | Before                   |                                     |
| 06                                       | 0041  |      | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="button" value="Up"/>   |
| 13                                       | 0041  |      | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="button" value="Down"/> |

**Change View "WD-GV Start Date alignment configuration": Details**

New Entries   

|               |      |
|---------------|------|
| Ctry Grouping | 13   |
| Infotype      | 0041 |
| Subtype       |      |

**WD-GV Start Date alignmen**

Before Go-Live Date  
 Before Earliest Retr  
 Align Hire Date  
 Before Hire Date  
 After Hire Date  
 Before Rehire Date  
 After Rehire Date  
 Before Term Date  
 After Term Date  
 Calender Month Start  
 Payroll Period Start  
 Always Start Date  
 Always Birth Date

### Solution features:

- Within the solution, dates are defined as follows:
  - Go-live Date – The value in field ZXADP\_INT\_OVRWRI-LBEGDA.
  - Earliest Retro Date:
    - The earliest retro date in the Payroll Control Record
    - or the PRDAT value in infotype 0003 if it is later. For GlobalView, this setting has no effect, since real payroll areas are not used.
  - Hire Date – Start date of infotype 0000 record that contains action type 01 (or 71 if the hire date has been changed to a later date)
  - Termination Date – Start date of infotype 0000 record that contains action type 10.
  - Rehire Date – Start date of infotype 0000 record that contains action type 12 (or 73 if the rehire date has been changed to a later date).
  - Payroll Period Start Date: The latest value in relation to the system date of field ZXADP\_M99\_PYPER-BEGDA for GlobalView employees and field T549Q-BEGDA for GlobalView employees.
  - Birthdate: The date is stored in field GBDAT on infotype 0002.

***Logically coherent selection rules for data alignment***

- Selection of ‘Calendar Month Start Date’ and ‘Payroll Period Start Date’ are mutually exclusive and only one of the two entries may, therefore, be selected at a time.
- Selection of ‘Always Hire Date’ or ‘Always Birth Date’ is exclusive and may not be selected alongside any other entries.
- Any combination of the other fields should be allowed.
- Where the go-live date, the earliest retro date, and the hire date are same, then this date should be used for records sent with start date ‘Before Go-live date’, ‘Before Earliest Retro date’, ‘Before Hire date’ or ‘After Hire date’ and the infotype has been configured to be aligned to these dates in table ZXADP\_INT\_DTALIM.
- Where these dates are different, records should be aligned with the latest of the 3 dates.
- Actions (Hire / Rehire / Termination) take precedence over the calendar and payroll period start date settings. Therefore, if there is a staffing event in the period and the infotype has been configured to be aligned to the event, as well as to the calendar month's start date, it should be aligned to the staffing event.

The following table lists the fields from the client-specific custom table - ZXADP\_INT\_DTALIM and their purpose

| Field Name | Key Field | Data Type | Logic                                                                                                                                                                                                      | Scenarios and expected outcome |
|------------|-----------|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
| Client     | Yes       | Clt 3     |                                                                                                                                                                                                            |                                |
| Country    | Yes       | Char 2    | Implementation teams may configure global requirements in MOLGA 99 for reference purposes, but this has no effect on the solution. Only infotypes configured for a country are considered by the function. |                                |
| Infotype   | Yes       | Char 4    |                                                                                                                                                                                                            |                                |
| Subtype    | Yes       | Char 4    | Where the subtype is left blank, all subtypes are treated in the same way and as per the configuration at the infotype level.                                                                              |                                |

| Field Name                 | Key Field | Data Type | Logic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Scenarios and expected outcome                                                                                                                                                         |
|----------------------------|-----------|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Before Go-live date        |           | Char 1    | <p>Whenever an infotype that has this field flagged is received in a file and <b>the start date is before the Go-live Date, the start date will be changed to the Go-live Date.</b></p> <p>If the go-live date cannot be found, this check should be ignored.</p>                                                                                                                                                                                                                                                                                                                                                                   | <p>Go-live Date: 01.01.2016</p> <p>Record Date in File: 01.01.2015</p> <p>Expected Outcome: The record start date is changed to 01.01.2016.</p>                                        |
| Before Earliest Retro date |           | Char 1    | <p>Whenever an infotype that has this field flagged is received in a file and <b>the start date is before the Earliest Retro Date, the start date will be changed to the Earliest Retro Date.</b></p> <p><u>Important Note:</u> The Workday system has no awareness of the Earliest Retro date, which may be set due to client preference or country payroll requirements. Where it is set to a date later than the employee's hire date, it will result in changes with an earlier date being automatically rejected by G2, which may not be desired by the client, since this imports payroll limitations into the HR system.</p> | <p>Go-live Date: 01.01.2015</p> <p>Earliest Retro Date: 01.01.2016</p> <p>Record Date in File: 01.06.2015</p> <p>Expected Outcome: The record start date is changed to 01.01.2016.</p> |

| Field Name       | Key Field | Data Type | Logic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Scenarios and expected outcome                                                                                                                                                                                      |
|------------------|-----------|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Before Hire Date |           | Char 1    | <p>Whenever an infotype that has this field flagged is received in a file and <b>the start date is before the Hire Date, the start date will be changed to the Hire Date.</b></p> <p><i>Important Note:</i> The Workday system does not enforce in all instances that records must start no earlier than the hire date, which means that records may be transmitted with a start date before the hire date.</p> <p>Many such records are not accepted by GlobalView or by the Streamline payroll partners, in this case, the HR system will not be aligned with the payroll system.</p> | <p>Go-live Date: 01.01.2015</p> <p>Earliest Retro Date: 01.01.2016</p> <p>Hire Date: 01.03.2016</p> <p>Record Date in File: 01.02.2016</p> <p>Expected Outcome: The record start date is changed to 01.03.2016.</p> |

| Field Name      | Key Field | Data Type | Logic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Scenarios and expected outcome                                                                                                                                                                                                                                                                                                                                                       |
|-----------------|-----------|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| After Hire Date |           | Char 1    | <p>Whenever the <b>first instance of an infotype</b> that has this field flagged is received in a file <b>and the start date is after the Hire Date, the start date will be changed to the Hire Date.</b></p> <p><i>Important Note:</i> The Workday system uses the system date on which data was entered as start date for some records, which means that when such records are entered after the hire date, users have no way to ensure that they are aligned with the hire date in GlobalView (as may be expected by the country payroll engine, statutory reports or by Streamline partners).</p> | <p><b>File 1</b><br/>Hire Date: 01.03.2016<br/>Record Date in File: 15.03.2016<br/>Expected Outcome: The record start date is changed to 01.03.2016.</p> <p><b>File 2</b><br/>Hire Date: 01.03.2016<br/>Record Date in File: 15.03.2016<br/>Record Date in Db: 01.03.2016<br/>Expected Outcome: The date stays as-is since a record already exists effective from the Hire date.</p> |

| Field Name         | Key Field | Data Type | Logic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Scenarios and expected outcome                                                                                                          |
|--------------------|-----------|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| Before Rehire Date |           | Char 1    | <p>Whenever an infotype that has this field flagged is received in a file and <b>the start date is before the latest Rehire date, the start date will be changed to the Rehire Date.</b></p> <p><u><i>Important Note:</i></u> The Workday system uses the system date on which data was entered as the start date for some records, which means that a future-dated rehire may have records with a start date before the rehire date, which may not be desired in GLOBALVIEW. However, the client cannot correct it in Workday, since no effective date is provided. In this case, the HR system will not be aligned with the payroll system.</p> | <p>Rehire Date: 01.05.2016<br/>Record Date in File: 01.04.2016<br/>Expected Outcome: The record start date is changed to 01.05.2016</p> |

| Field Name        | Key Field | Data Type | Logic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Scenarios and expected outcome                                                                                                                                                                                                                                                                                                                                                             |
|-------------------|-----------|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| After Rehire Date |           | Char 1    | <p>Whenever the first instance (<u>since the event</u>) of an infotype that has this field flagged is received in a file and <b>the start date is after the Rehire date, the start date will be changed to the Rehire Date.</b></p> <p><i>Important note:</i> The Workday system uses the system date on which data was entered as start date for some records, which means that when such records are entered after the rehire date, users have no way to ensure that they are aligned with the rehire date in GlobalView (as may be expected by the country payroll engine, statutory reports or by Streamline partners).</p> | <p><b>File 1</b><br/>Rehire Date: 01.05.2016<br/>Record Date in File: 15.05.2016<br/>Expected Outcome: The record start date is changed to 01.05.2016.</p> <p><b>File 2</b><br/>Rehire Date: 01.05.2016<br/>Record Date in File: 15.05.2016<br/>Record Date in Db: 01.05.2016<br/>Expected Outcome: The date stays as-is since a record already exists effective from the Rehire date.</p> |

| Field Name              | Key Field | Data Type | Logic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Scenarios and expected outcome                                                                                                                |
|-------------------------|-----------|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| Before Termination Date |           | Char 1    | <p>Whenever an infotype that has this field flagged is received in a file and <b>the start date is before the latest Termination date, the start date will be changed to the Termination Date.</b></p> <p><i><u>Important Note:</u></i> The Workday system uses the system date on which data was entered as the start date for some records, which means that a future-dated termination may have records with a start date before the termination date. Such record dates may not be desired in GLOBALVIEW, but the client cannot correct it in Workday since no effective date is provided. In this case, the HR system will not be aligned with the payroll system.</p> | <p>Termination Date: 01.08.2016<br/>Record Date in File: 01.07.2016<br/>Expected Outcome: The record start date is changed to 01.08.2016.</p> |

| Field Name             | Key Field | Data Type | Logic                                                                                                                                                                                                                                                | Scenarios and expected outcome                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------|-----------|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| After Termination Date |           | Char 1    | <p>Whenever the first instance (<u>since the event</u>) of an infotype that has this field flagged is received in a file <b>and the start date is after the latest Termination date, the start date will be changed to the Termination Date.</b></p> | <p><b>File 1</b><br/>Termination Date: 01.08.2016<br/>Record Date in File: 15.08.2016<br/>Expected Outcome: The record start date is changed to 01.08.2016</p> <p><b>File 2</b><br/>Termination Date: 01.08.2016<br/>Record Date in File: 15.08.2016<br/>Record Date in Db: 01.08.2016<br/>Expected Outcome: The date stays as-is since a record already exists effective from the Termination date.</p> |

| Field Name                       | Key Field | Data Type | Logic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Scenarios and expected outcome                                                                                                                                                                               |
|----------------------------------|-----------|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Calendar Month Start             |           | Char 1    | <p>Whenever an infotype that has this field flagged is received in a file and <b>the start date is after the calendar month start date, the date is changed to the calendar month start date.</b></p> <p>Some country payrolls in GlobalView do not allow basic pay changes to be entered mid-way through a payroll period or a calendar month, even though the Workday system does allow this. Rather than allowing the HR system to enter incorrect data and the record to error out, the infotype start date is aligned with the month or period start date.</p>                   | <p>System Date: 19.10.2016</p> <p>Record Date in File: 15.10.2016</p> <p>Expected Outcome: The record start date is changed to 01.10.2016.</p>                                                               |
| Before Payroll Period Start Date |           | Char 1    | <p>Whenever an infotype that has this field flagged is received in a file and the start date is after the payroll period start date, the date is changed to the payroll period start date. Some country payrolls in GV do not allow basic pay changes to be entered mid-way through a payroll period or a calendar month, even though the Workday system does allow this. Rather than expecting the HR system to enter incorrect data, the infotype start date is aligned with the month or period start date.</p> <p>NOTE: Setting may cause reconciliation variances in Workday</p> | <p>System Date: 19.10.2016</p> <p>Payroll Period Start Date: 17.10.2016 (weekly payroll)</p> <p>Record Date in File: 20.10.2016</p> <p>Expected Outcome: The record start date is changed to 17.10.2016.</p> |

| Field Name                      | Key Field | Data Type | Logic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Scenarios and expected outcome                                                                                                                                                                                |
|---------------------------------|-----------|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| After Payroll Period Start Date |           | Char 1    | <p>Whenever an infotype that has this field flagged is received in a file and the start date is before the payroll period start date, the date is changed to the payroll period start date. Some country payrolls in GV do not allow basic pay changes to be entered retro effectively through a payroll period or a calendar month, even though the Workday system does allow this.</p> <p>Rather than expecting the HR system to enter incorrect data, the infotype start date is aligned with the month or period start date.</p> <p>This option should be configured for the infotypes / subtypes whichever allows retro changes only.</p> <p>NOTE: Setting may cause reconciliation variances in Workday.</p> | <p>System Date: 19.11.2019</p> <p>Payroll Period Start Date: 01.11.2019 (monthly payroll)</p> <p>Record Date in File: 20.10.2019</p> <p>Expected Outcome: The record start date is changed to 01.11.2019.</p> |
| Align with Hire Date            |           | Char 1    | <p>Whenever an infotype is flagged with this checkbox, the incoming G2 file should be checked for HIRE / REHIRE record and if it exists, the infotype flagged should be aligned with the HIRE date.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <p><b>File 1</b></p> <p>Incoming record date: 15.08.2017</p> <p>Rehire / Hire date: 01.08.2017</p> <p>Expected Outcome:</p> <p>The record start date is changed to 01.08.2017</p>                             |

Below are some sample scenarios. Transaction Code used for GlobalView configuration:  
**ZTADP\_M99\_G2IDTALIN**

**New Hire With Service Dates in HIR & DTA section of PECL file and 'Align Hire Date', 'Before Hire date' and 'After Hire Date' are flagged for Infotype 0041**

|                                                      |                                   |
|------------------------------------------------------|-----------------------------------|
| Ctry Grouping                                        | <input type="text" value="06"/>   |
| Infotype                                             | <input type="text" value="0041"/> |
| Subtype                                              | <input type="text"/>              |
| WD-GV Start Date alignment                           |                                   |
| <input type="checkbox"/> Before Go-Live Date         |                                   |
| <input type="checkbox"/> Before Earliest Retr        |                                   |
| <input checked="" type="checkbox"/> Align Hire Date  |                                   |
| <input checked="" type="checkbox"/> Before Hire Date |                                   |
| <input checked="" type="checkbox"/> After Hire Date  |                                   |
| <input type="checkbox"/> Before Rehire Date          |                                   |
| <input type="checkbox"/> After Rehire Date           |                                   |
| <input type="checkbox"/> Before Term Date            |                                   |
| <input type="checkbox"/> After Term Date             |                                   |
| <input type="checkbox"/> Calender Month Start        |                                   |
| <input type="checkbox"/> Payroll Period Start        |                                   |
| <input type="checkbox"/> Always Start Date           |                                   |
| <input type="checkbox"/> Always Birth Date           |                                   |

## G2 Record:

P0041|"22971|"FR|"0|"INS|"0041|"|"20160901|"99991231|""|""|""|01|"20160901|"50|"20160901|"40|"20160901|"02|"20160901|""|""|""|""|""|""|""|""|""|""|"  
P0041|"22971|"FR|"1|"INS|"0041|"|"20170810|"99991231|""|""|""|01|"20160901|"50|"20160901|"40|"20160901|"11|"20151001|"02|"20160901|""|""|""|""|""|""|""|""|""|""|"

IT0041 - Date Specifications

## **PECI FILE**

GlobalView SYSTEM

```

<ped:Effective_Change ped:Sequence="0">
  <ped:Derived_Event_Code>HIR</ped:Derived_Event_Code>
  <ped:Effective_Moment>20160901T00:00:00</ped:Effective_Moment>
  <ped:Entry_Moment>20170810T06:09:22</ped:Entry_Moment>
  -<ped:Worker_Status>
    <ped:Status>Active</ped:Status>
    <ped:Active>1</ped:Active>
    <ped:Active_Status_Date>20160901</ped:Active_Status_Date>
    <ped:Terminated></ped:Terminated>
    <ped:Hire_Date>20160901</ped:Hire_Date>
    <ped:Original_Hire_Date>20160901</ped:Original_Hire_Date>
    <ped:Hire_Reason>Hire_Employee_New_Hire_New_Position</ped:Hire_Reason>
    <ped:Continuous_Service_Date>20160901</ped:Continuous_Service_Date>
    <ped:First_Day_of_Work>20160901</ped:First_Day_of_Work>
    <ped:Seniority_Date>20160901</ped:Seniority_Date>
  </ped:Worker_Status>
</ped:Effective_Change ped:Sequence="1">
  <ped:Derived_Event_Code>DTA</ped:Derived_Event_Code>
  <ped:Effective_Moment>20170810T06:09:53</ped:Effective_Moment>
  <ped:Entry_Moment>20170810T06:09:53</ped:Entry_Moment>
  -<ped:Worker_Status ped:isUpdated="1">
    <ped:Status>Active</ped:Status>
    <ped:Active>1</ped:Active>
    <ped:Active_Status_Date>20160901</ped:Active_Status_Date>
    <ped:Terminated>0</ped:Terminated>
    <ped:Hire_Date>20160901</ped:Hire_Date>
    <ped:Original_Hire_Date>20160901</ped:Original_Hire_Date>
    <ped:Hire_Reason>Hire_Employee_New_Hire_New_Position</ped:Hire_Reason>
    <ped:Continuous_Service_Date>20160901</ped:Continuous_Service_Date>
    <ped:First_Day_of_Work>20160901</ped:First_Day_of_Work>
    <ped:Seniority_Date>20160901</ped:Seniority_Date>
    <ped:Company_Service_Date ped:isAdded="1">20151001</ped:Company_Service_Date>
  </ped:Worker_Status>
</ped:Effective_Change>

```

|              |                       |            |                                     |
|--------------|-----------------------|------------|-------------------------------------|
| Pers. No.    | 6000032               | Pers.Assgn | 06000032 FRANCE (06) FR - Paris ... |
| Name         | Mr Jean-Paul Belmondo | ID number  | 1870359350093/08                    |
| Personnel ar | F000 FR - Paris       | EE group   | 1 Perm. / Active - FT               |
| Subarea      | 1000 All              | EE subgrp  | F1 Employee                         |
| Start        | 01.09.2016            | to         | 31.12.9999                          |
| Chng         | 16.08.2017            |            | GVEA1787                            |

| Date Specifications   |            |                      |            |
|-----------------------|------------|----------------------|------------|
| Date type             | Date       | Date type            | Date       |
| 01 Country hire date  | 01.09.2016 | 02 Company hire date | 01.09.2016 |
| 11 Group entry date   | 01.10.2015 | 40 First working day | 01.09.2016 |
| 50 Service entry date | 01.09.2016 |                      |            |
|                       |            |                      |            |
|                       |            |                      |            |
|                       |            |                      |            |

### Service Dates changes sent in DTA section of PECI file and 'Align Hire date' flagged for Infotype 0041

|               |      |
|---------------|------|
| Ctry Grouping | 06   |
| Infotype      | 0041 |
| Subtype       |      |

|                                                     |  |
|-----------------------------------------------------|--|
| WD-GV Start Date alignment                          |  |
| <input type="checkbox"/> Before Go-Live Date        |  |
| <input type="checkbox"/> Before Earliest Retr       |  |
| <input checked="" type="checkbox"/> Align Hire Date |  |
| <input type="checkbox"/> Before Hire Date           |  |
| <input type="checkbox"/> After Hire Date            |  |
| <input type="checkbox"/> Before Rehire Date         |  |
| <input type="checkbox"/> After Rehire Date          |  |
| <input type="checkbox"/> Before Term Date           |  |
| <input type="checkbox"/> After Term Date            |  |
| <input type="checkbox"/> Calender Month Start       |  |
| <input type="checkbox"/> Payroll Period Start       |  |
| <input type="checkbox"/> Always Start Date          |  |
| <input type="checkbox"/> Always Birth Date          |  |

## G2 Record

```
P0041|"22970|FR|"0|"INS|"0041||"20170816|"99991231||||"01|"20160801|"50|"20160801||"40|"20160801|"RP|"20401202|"PJ|"20161201|"11|"20161215|"44|"20161210|"48|"20161205|"20160801|"02|||||||"
```

## IT0041 - Date Specifications

### PECI FILE

```
<peci:Effective_Change peci:Sequence="1">
<peci:Derived_Event_Code>DTA</peci:Derived_Event_Code>
<peci:Effective_Moment>20170811T04:29:02</peci:Effective_Moment>
<peci:Entry_Moment>20170811T04:29:02</peci:Entry_Moment>
<peci:Worker_Status peci:isUpdated="1">
<peci>Status>Active</peci>Status>
<peci:Active>1</peci:Active>
<peci:Active_Status_Date>20161101</peci:Active_Status_Date>
<peci:Terminated>0</peci:Terminated>
<peci:Hire_Date>20161101</peci:Hire_Date>
<peci:Original_Hire_Date>20161101</peci:Original_Hire_Date>
<peci:Hire_Reason>Hire_Employee_New_Hire_Fill_Vacancy</peci:Hire_Reason>
<peci:Continuous_Service_Date>20161101</peci:Continuous_Service_Date>
<peci:First_Day_of_Work>20161101</peci:First_Day_of_Work>
<peci:Seniority_Date>20161101</peci:Seniority_Date>
<peci:Benefits_Service_Date peci:isDeleted="1">20161201</peci:Benefits_Service_Date>
<peci:Company_Service_Date peci:isDeleted="1">20161001</peci:Company_Service_Date>
</peci:Worker_Status>
```

### GlobalView SYSTEM

|                            |                    |                      |                                     |
|----------------------------|--------------------|----------------------|-------------------------------------|
| Pers. No.                  | 6999955            | Pers.Assgn           | 06999955 FRANCE (06) FR - Paris ... |
| Name                       | Ms Brigitte Bardot | ID number            | 1870359350093/08                    |
| Personnel ar               | F000               | EE group             | 1 Perm. / Active - FT               |
| Subarea                    | 1000 All           | EE subgrp            | F1 Employee                         |
| Start                      | 16.08.2017         | to                   | 31.12.9999                          |
| Chng 17.08.2017 GVEA1787   |                    |                      |                                     |
| <b>Date Specifications</b> |                    |                      |                                     |
| Date type                  | Date               | Date type            | Date                                |
| 01 Country Hire date       | 01.08.2016         | 02 Company Hire date | 01.08.2016                          |
| 11 Group Entry date        | 15.12.2016         | 40 First working day | 01.08.2016                          |
| 44 CA-Adj. service date    | 10.12.2016         | 48 CA-Vesting Date   | 05.12.2016                          |
| 50 Service Entry Date      | 01.08.2016         | PJ In Job Since...   | 01.12.2016                          |
| RP Retirement date         | 02.12.2040         |                      |                                     |
|                            |                    |                      |                                     |
|                            |                    |                      |                                     |

## Recurring Payments/Deductions

Refer to section [Termination and Rehire on consecutive days](#) for information regarding regulatory behavior for Spain, France, and Russia.

## Hong Kong - Probation Start Date and End date

The probation end date would be available for Hong Kong and would be reported under additional information section of PECI. In order to store the probation dates in IT0041, the following configuration should be done.

**Change View "Value Mapping fields": Overview**

| Dialog Structure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                | Ctry Grouping            | 27      |                |                |            |                               |       |                          |                                            |       |                          |                                             |       |                          |                                               |       |                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|--------------------------|---------|----------------|----------------|------------|-------------------------------|-------|--------------------------|--------------------------------------------|-------|--------------------------|---------------------------------------------|-------|--------------------------|-----------------------------------------------|-------|--------------------------|
| <ul style="list-style-type: none"> <li>Country Solution           <ul style="list-style-type: none"> <li>Switches</li> <li>Constants</li> <li>Conditions</li> <li>Controls</li> <li>Exclusion</li> <li>Value Mapping fields               <ul style="list-style-type: none"> <li>Value Mapping Transformation</li> </ul> </li> </ul> </li> </ul>                                                                                                                                                                                                                                                                                |                | Solution                 | WD PECI |                |                |            |                               |       |                          |                                            |       |                          |                                             |       |                          |                                               |       |                          |
| <b>Value Mapping fields</b> <table border="1"> <thead> <tr> <th>ADP Field Name</th> <th>G2 Record Type</th> <th>As Is Map?</th> </tr> </thead> <tbody> <tr> <td>Preferred_Language {Personal}</td> <td>P0002</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Primary_Termination_Reason {Worker_Status}</td> <td>P0000</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Probation_End_Date {Additional_Information}</td> <td>P0041</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Probation_Start_Date {Additional_Information}</td> <td>P0041</td> <td><input type="checkbox"/></td> </tr> </tbody> </table> |                |                          |         | ADP Field Name | G2 Record Type | As Is Map? | Preferred_Language {Personal} | P0002 | <input type="checkbox"/> | Primary_Termination_Reason {Worker_Status} | P0000 | <input type="checkbox"/> | Probation_End_Date {Additional_Information} | P0041 | <input type="checkbox"/> | Probation_Start_Date {Additional_Information} | P0041 | <input type="checkbox"/> |
| ADP Field Name                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | G2 Record Type | As Is Map?               |         |                |                |            |                               |       |                          |                                            |       |                          |                                             |       |                          |                                               |       |                          |
| Preferred_Language {Personal}                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | P0002          | <input type="checkbox"/> |         |                |                |            |                               |       |                          |                                            |       |                          |                                             |       |                          |                                               |       |                          |
| Primary_Termination_Reason {Worker_Status}                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | P0000          | <input type="checkbox"/> |         |                |                |            |                               |       |                          |                                            |       |                          |                                             |       |                          |                                               |       |                          |
| Probation_End_Date {Additional_Information}                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | P0041          | <input type="checkbox"/> |         |                |                |            |                               |       |                          |                                            |       |                          |                                             |       |                          |                                               |       |                          |
| Probation_Start_Date {Additional_Information}                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | P0041          | <input type="checkbox"/> |         |                |                |            |                               |       |                          |                                            |       |                          |                                             |       |                          |                                               |       |                          |

| Dialog Structure                                                                                                                                                                                                                                                                                                                                 |                | Ctry Grouping | 27           |         |                |              |              |   |  |              |    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|---------------|--------------|---------|----------------|--------------|--------------|---|--|--------------|----|
| <ul style="list-style-type: none"> <li>Country Solution           <ul style="list-style-type: none"> <li>Switches</li> <li>Constants</li> <li>Conditions</li> <li>Controls</li> <li>Exclusion</li> <li>Value Mapping fields               <ul style="list-style-type: none"> <li>Value Mapping Transformation</li> </ul> </li> </ul> </li> </ul> |                | Solution      | WD PECI      |         |                |              |              |   |  |              |    |
| ADP Field Name      Probation_End_Date {Additional_Information}                                                                                                                                                                                                                                                                                  |                |               |              |         |                |              |              |   |  |              |    |
| <b>Value Mapping Transformation</b> <table border="1"> <thead> <tr> <th>Seq. Nr</th> <th>Condition Code</th> <th>Source Value</th> <th>Target Value</th> </tr> </thead> <tbody> <tr> <td>1</td> <td></td> <td>DATETYPE0041</td> <td>45</td> </tr> </tbody> </table>                                                                              |                |               |              | Seq. Nr | Condition Code | Source Value | Target Value | 1 |  | DATETYPE0041 | 45 |
| Seq. Nr                                                                                                                                                                                                                                                                                                                                          | Condition Code | Source Value  | Target Value |         |                |              |              |   |  |              |    |
| 1                                                                                                                                                                                                                                                                                                                                                |                | DATETYPE0041  | 45           |         |                |              |              |   |  |              |    |

---

## **IT0057 – Third-Party Contributions (Unions)**

### ***Argentina and Brazil***

Third-party contributions for the Union subtype are supported for Argentina and Brazil. Other subtypes can be entered via Workday Enhanced Integration.

## Workers Compensation - Canada

For Canadian employees, Workers Compensation details are required to define premiums. Benefits entitlement decisions and benefits payments are made solely by the Workers Compensation Board based on Worker Compensation data.

Three GlobalView tables maintain Workers Compensation Data.

T5KWC - Classification Group definition: This information must be configured directly in GlobalView system

T5KWB - Classification Groups Assignment for WCB

1. Workday is the SOR for these fields
  - Object type for WCB (OTYPE)
  - Object ID for workers compensation (OBJID)
  - Classification group for WCB (CLGRP)
  - Start Date (BEGDA)
  - End Date (ENDDA)
2. Classification group for WCB(CLGRP)
  - a. If field “ptdf:Worker\_Compensation\_Classification\_Group” is present it takes precedence populating the value as WCB
  - b. Otherwise, field “Payroll\_Company\_Code” will populate WCB
3. For field ‘Percentage split for classification groups(PERCT)’, setup control CA\_WCGPERCENTAGE under Integration configuration as follows

|                 |                  |                |               |
|-----------------|------------------|----------------|---------------|
| Ctry Grouping   | 07               |                |               |
| Solution        | WD PECI          |                |               |
| <b>Controls</b> |                  |                |               |
| Seq. Nr         | Control Name     | Condition Code | Control Value |
| 0001            | CA_WCGPERCENTAGE |                | 100           |

### ***WCC\_OBJECT (T5KWB)***

This Switch identifies the Object and Object Type while generating T5KWB (Canada).

| Switch Name | Switch Value | Solution behavior                                                         |
|-------------|--------------|---------------------------------------------------------------------------|
| WCC_OBJECT  | POSITION     | OTYPE = ‘S’<br>OBJID = Position_ID / Job_Profile based on POSITION switch |
|             | JOB          | OTYPE = ‘C’<br>OBJID = Position_ID / Job_Profile based on JOB switch      |

## Workers Compensation - United States of America

Workday supports Workers Compensation Codes for USA employees. The Workers Comp Codes are assigned to the employee through the position and then passed on to G2. Workers Compensation Code assigned to the employee's job profile triggers Talend to create a G2 T5U28 record.

### ***WCC\_OBJECT (T5KWB)***

This Switch identifies the Object and Object Type while generating T5U28(USA).

| Switch Name | Switch Value | Solution behavior                                                      |
|-------------|--------------|------------------------------------------------------------------------|
| WCC_OBJECT  | POSITION     | T5U28-OBJID = Position_ID / Job_Profile value based on POSITION switch |



At this time connector supports workers' compensation code against employee position.

In an upcoming feature pack, the worker's compensation code will be able to be assigned against employee job or organizational unit.

## IT0105 – Czech Republic –Subtype 9T01

The subtype for IT0105 which should be collected “Trexima: Job statistical code CZ-ISCO” is supplied via constant “CZJOBCODESUBTY”.

The screenshot shows the SAP Fiori interface for the 'Constants Overview' screen. On the left, there is a 'Dialog Structure' tree view with nodes like 'Country Solution', 'Switches', 'Constants' (which is selected and highlighted in yellow), 'Conditions', 'Controls', 'Exclusion', and 'Value Mapping fields'. Above the tree, there are two input fields: 'Ctry Grouping' set to '18' and 'Solution' set to 'WD PECI'. To the right of the tree is a table titled 'Constants' with columns 'Constant Name' and 'Constant Value'. The table contains the following data:

| Constant Name         | Constant Value |
|-----------------------|----------------|
| ALTNAMESUBTY          | 3              |
| BASICPAYSUBTY         | 0              |
| COSTINGSUBTY          | 01             |
| <b>CZJOBCODESUBTY</b> | <b>9T01</b>    |
| DEFCON_IT0009         | 0138           |

## IT0185 – Personal IDs

### Netherlands Identifiers

For clients implementing GDMS, the following subtypes should be created for IT0185 as the identifiers would be stored in IT0185.

| Ctry Grouping | 05 | IC | Description                 | ID Color | A... | W. | Module Name | Prog. |
|---------------|----|----|-----------------------------|----------|------|----|-------------|-------|
|               |    | Y1 | Streamline Payroll Number   |          |      |    |             |       |
|               |    | Z4 | Dutch ID Card (NL08)        |          |      |    |             |       |
|               |    | Z5 | Workday - Portal User ID    |          |      |    |             |       |
|               |    | Z6 | Passport                    |          |      |    |             |       |
|               |    | Z7 | Work Permit (9005)          |          |      |    |             |       |
|               |    | Z8 | Municipal ID Card (NL07)    |          |      |    |             |       |
|               |    | Z9 | Workday Identifier (NEDPTN) |          |      |    |             |       |

The GDMS value mapping configuration should be modified to extract this ID information from IT0185 instead of IT0048 if it is in scope for the partner implemented.

### Mexico Identifiers

Mexico Social Security Data (IMSS ID) can be stored in either IT0185 or IT0369 and it is recommended the unused infotype be excluded as documented in the [Excluding Infotypes](#) section.

## IT0369 – Mexico Social Security Data

In order for IT0369 to be generated in the G2 file, the PECI file must have the value “IMSS” in the National\_ID\_Type tag.

Make sure Workday Integration “Maps attributes” for National ID Type has been set to “Social Security” (IMSS) in the Workday tenant.

### GlobalView Configuration:

1. Activate [Constant MX\\_IMSSTYPE](#) with the value of “1”.
2. National IDs are generally mapped to IT0185. In the case of Mexico, IMSS is mapped to subtype MI (IMSS ID) as shown below under “Value Mapping Transformation”.

| Display View "Value Mapping Transformation": Overview |                     |                     |                                                          |              |
|-------------------------------------------------------|---------------------|---------------------|----------------------------------------------------------|--------------|
|                                                       | Ctry Grouping<br>32 | Solution<br>WD PECI | ADP Field Name<br>National_ID_Type {National_Identifier} |              |
| Dialog Structure                                      |                     |                     |                                                          |              |
| - Country Solution                                    |                     |                     |                                                          |              |
| - Switches                                            |                     |                     |                                                          |              |
| - Constants                                           |                     |                     |                                                          |              |
| - Conditions                                          |                     |                     |                                                          |              |
| - Controls                                            |                     |                     |                                                          |              |
| - Exclusion                                           |                     |                     |                                                          |              |
| - Value Mapping fields                                |                     |                     |                                                          |              |
| - Value Mapping Transform                             |                     |                     |                                                          |              |
| Value Mapping Transformation                          |                     |                     |                                                          |              |
|                                                       | Seq. Nr             | Condition Code      | Source Value                                             | Target Value |
|                                                       | 003                 |                     | IMSS                                                     | MI           |
|                                                       |                     |                     |                                                          |              |

3. If the Client requires IMSS to be generated in IT0369 only then [Exclude Infotype IT0185 subtype MI](#).
4. If the Client requires IMSS to be generated in IT0185 subtype MI, then [Exclude Infotype IT0369](#).
5. If neither IT0185 nor IT0369 are excluded, then both the Infotypes will be generated.

## IT0465 – Brazil Documents

See [Out of Scope Features](#) section for Brazil's limitations.

## IT0589 - India Benefits (non-ESS Portal clients)

In order to collect India benefits Infotype 0589 from PECI file for clients that are not using ADP ESS portal services, and if the system of record is Workday, the configuration should be maintained as per the screenshots below.

IT0589 should be excluded from Workday Enhanced Integration via infotype exclusion configuration for enhanced integration if the data is interfaced via PECI.

It is expected that all the unchanged records are Also, reported via Compensation\_Earnings\_and\_Deduction section in order to build Infotype 0589 accurately.

Select country India and maintain the entry for India Benefits (Comp E&D)

The screenshot shows the 'Value Mapping fields' dialog. In the 'ADP Field Name' column, 'India\_Benefits{Compensation\_Earnings\_and\_Deductions}' is selected. The 'G2 Record Type' column shows 'P0589'. The 'As Is M' checkbox is checked. Other rows in the table include 'First\_Day\_of\_Work {Worker\_Status}', 'Gender {Personal}', 'HR\_Admin {Position}', 'Hire\_Date {Worker\_Status}', 'Hire\_Reason {Worker\_Status}', and 'Job\_Change\_Reason {Position}'.

| ADP Field Name                                              | G2 Record Type | As Is M                             |
|-------------------------------------------------------------|----------------|-------------------------------------|
| First_Day_of_Work {Worker_Status}                           | P0041          |                                     |
| Gender {Personal}                                           | P0002          |                                     |
| HR_Admin {Position}                                         | P0001          | <input checked="" type="checkbox"/> |
| Hire_Date {Worker_Status}                                   | P0041          |                                     |
| Hire_Reason {Worker_Status}                                 | P0000          |                                     |
| <b>India_Benefits{Compensation_Earnings_and_Deductions}</b> | <b>P0589</b>   | <input checked="" type="checkbox"/> |
| Job_Change_Reason {Position}                                |                |                                     |

Maintain all the wage types for which Infotype 0589 is to be collected, as below.

The screenshot shows the 'Value Mapping Transformation' dialog. The 'ADP Field Name' field contains 'India\_Benefits{Compensation\_Earnings\_and\_Deductions}'. The table lists various wage types with their corresponding source and target values.

| Seq. Nr | Condition Code | Source Value | Target Value |
|---------|----------------|--------------|--------------|
| 0001    |                | 4605IN       |              |
| 0002    |                | 4604IN       |              |
| 0003    |                | 4801IND      |              |
| 0004    |                | 1016IN       |              |
| 0005    |                | 4603IN       |              |
| 0006    |                | 4602IN       |              |
| 0007    |                | 4601IN       |              |
| 0008    |                | 3006IN       |              |

If termination is rescinded in Workday, all the delimited infotypes as part of earlier termination would be extended back to their original state via this G2 enhancements.

## IT2001 - Absences (Reconciliation)

ADP's support for reconciling is limited to IT2001.

| If Absence Type is Updated ...                                                                                                                                                                         | Then the reconciliation is...                    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| Only in IT2001                                                                                                                                                                                         | Supported                                        |
| In both IT0000 and IT2001                                                                                                                                                                              | Supported only for absence type values in IT2001 |
| In both IT0000 and IT2001 but the client has a mix: <ul style="list-style-type: none"><li>• some Absence Types are updated in IT0000</li><li>• and other Absence Types are updated in IT2001</li></ul> | Supported only for absence type values in IT2001 |

## Excluding Infotypes

### ***Exclusions based on a Country and Solution***

The client may want to block certain Infotypes for a country while processing the data via G2 due to various reasons. If so, navigate to

ZCON → SAP Menu → Inbound → Configuration File Setup.

Choose Country & Solution and then Click on ‘Exclusion’ table

| Change View "Country Solution": Overview                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                              |       |          |    |          |    |         |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|----|----------|----|---------|
|                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                              |       |          |    |          |    |         |
| <b>Dialog Structure</b> <ul style="list-style-type: none"> <li>Country Solution           <ul style="list-style-type: none"> <li>Switches</li> <li>Constants</li> <li>Conditions</li> <li>Controls</li> <li><b>Exclusion</b></li> <li>Value Mapping fields               <ul style="list-style-type: none"> <li>Value Mapping T...</li> </ul> </li> </ul> </li> </ul> | <b>Country Solution</b> <table border="1"> <thead> <tr> <th>CGrpg</th><th>Solution</th></tr> </thead> <tbody> <tr> <td>01</td><td>WD PICOF</td></tr> <tr> <td>25</td><td>WD PECI</td></tr> </tbody> </table> | CGrpg | Solution | 01 | WD PICOF | 25 | WD PECI |
| CGrpg                                                                                                                                                                                                                                                                                                                                                                 | Solution                                                                                                                                                                                                     |       |          |    |          |    |         |
| 01                                                                                                                                                                                                                                                                                                                                                                    | WD PICOF                                                                                                                                                                                                     |       |          |    |          |    |         |
| 25                                                                                                                                                                                                                                                                                                                                                                    | WD PECI                                                                                                                                                                                                      |       |          |    |          |    |         |
|                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                              |       |          |    |          |    |         |

Configure the Infotypes/Other Master Data types like below and save

| Change View "Exclusion": Overview                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                             |           |             |          |      |                            |      |       |                          |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-------------|----------|------|----------------------------|------|-------|--------------------------|--|
|                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                             |           |             |          |      |                            |      |       |                          |  |
| <b>Dialog Structure</b> <ul style="list-style-type: none"> <li>Country Solution           <ul style="list-style-type: none"> <li>Switches</li> <li>Constants</li> <li>Conditions</li> <li>Controls</li> <li><b>Exclusion</b></li> <li>Value Mapping fields               <ul style="list-style-type: none"> <li>Value Mapping T...</li> </ul> </li> </ul> </li> </ul> | <b>Ctry Grouping</b> 25<br><b>Solution</b> WD PECI                                                                                                                                                                                                                                          |           |             |          |      |                            |      |       |                          |  |
|                                                                                                                                                                                                                                                                                                                                                                       | <b>Exclusion</b> <table border="1"> <thead> <tr> <th>Record...</th><th>Description</th><th>Subtype.</th></tr> </thead> <tbody> <tr> <td>0014</td><td>currng Payments/Deductions</td><td>1003</td></tr> <tr> <td>MGRLK</td><td>Manager Link Master Data</td><td></td></tr> </tbody> </table> | Record... | Description | Subtype. | 0014 | currng Payments/Deductions | 1003 | MGRLK | Manager Link Master Data |  |
| Record...                                                                                                                                                                                                                                                                                                                                                             | Description                                                                                                                                                                                                                                                                                 | Subtype.  |             |          |      |                            |      |       |                          |  |
| 0014                                                                                                                                                                                                                                                                                                                                                                  | currng Payments/Deductions                                                                                                                                                                                                                                                                  | 1003      |             |          |      |                            |      |       |                          |  |
| MGRLK                                                                                                                                                                                                                                                                                                                                                                 | Manager Link Master Data                                                                                                                                                                                                                                                                    |           |             |          |      |                            |      |       |                          |  |

In the above example, IT0014 is configured Subtype 1003 which means Talend will ignore only IT0014 with Subtype 1003 records while transforming data into the G2 file.

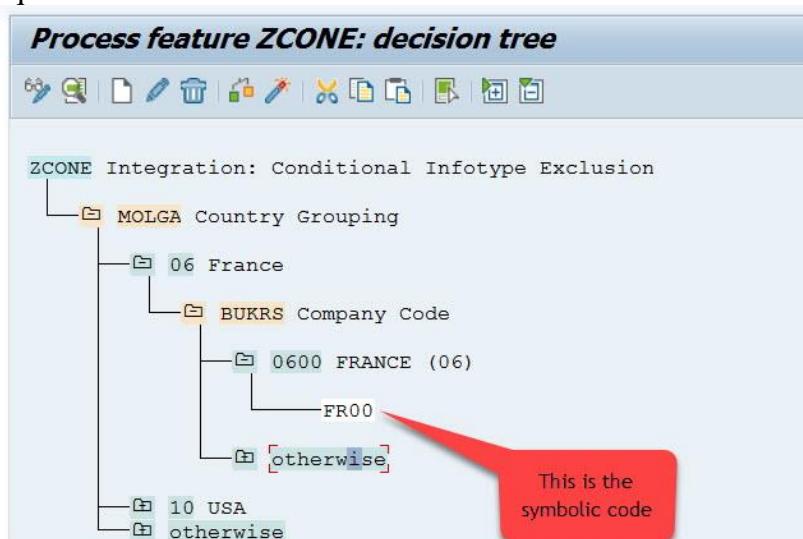
### **Conditional Exclusions based on Employee Group/Subgroup**

Clients may require blocking an Infotype for certain groups of employees from integration processing due to various reasons. For example, a client with a complex Compensation structure may need to block II0008 for workers in a specific legal entity so Basic Pay data is sent via supplemental G2 file instead. If so, follow these steps.

Step #1 Define a Symbolic Code representing this condition

Navigation: ZCON → SAP Menu → G2 → Conditional Infotype Exclusion → Symbolic Code Definition.

With Feature = ZCONE – Connectivity: Infotype Exclusion as follows based on client requirement



Step #2 Exclude the Infotype based on the same Symbolic Code

Navigation: ZCON → SAP Menu → G2 → Conditional Infotype Exclusion → Exclude Infotype.

The example below is an exclusion for IT0008.

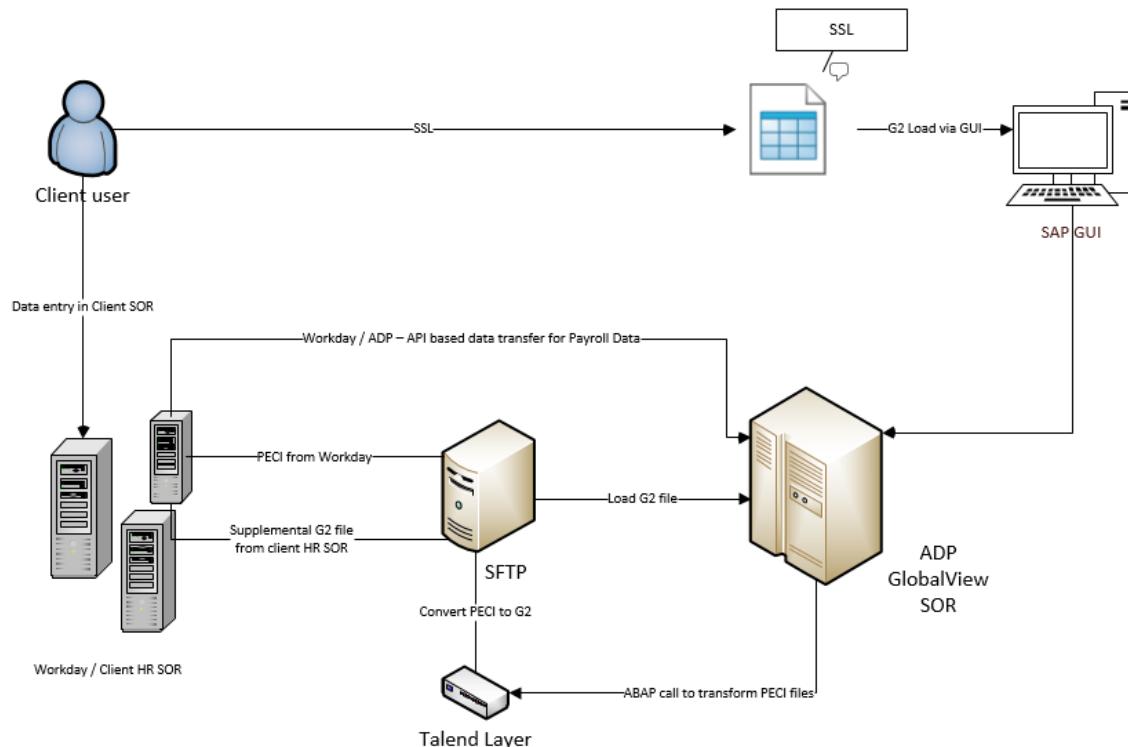
| Display View "Integration: Conditional Infotype Exclusion": Overview |      |          |                                      |
|----------------------------------------------------------------------|------|----------|--------------------------------------|
| Integration: Conditional Infotype Exclusion                          |      |          |                                      |
| IType                                                                | STy. | Sym Code | Comments                             |
| 0008                                                                 | 0    | FR00     | EXCLUDE IT0008 BASED ON COMPANY CODE |

## Understanding Workday PECI

Payroll Effective Change Interface enables you to capture all Workday events with effective dates in the sequence that they occurred. With Payroll Effective Change Interface, you can:

- Capture all personal and job/position data within Workday HCM
- Capture all staffing events and data changes in the pay period (See Also, [Future Events](#) section.)
- Configure data elements and custom fields that are required by the external system
- Format and validate that data conforms to the requirements of the external system
- Transfer only those changes relevant to the external system
- Run a Payroll Data Audit to see exactly what data was captured, selected, and sent to payroll
- Deliver the output XML file to an external system. Perform additional transformations to the output file.
- Create full extracts of employee data to help with initial implementation or enable system resynchronization.

### Data Flow for PECI



## **PECI data sections and corresponding Infotype mapping**

In general, the PECI sections are mapped to the infotypes as stated below; however, there could be variations based on the country in question. For more details refer to the data dictionary in the

| PECI Section                                             | Infotype Mapping / Other Master Data Mapping                                                                                                                     |
|----------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Worker Status                                            | P0000                                                                                                                                                            |
| Position                                                 | P0001, HROBJ, CCRMD, MGRLK<br><br>Note: The manager link data populated via MGRLK record type will be stored in table ZXADP_M99_MGRLNK in GlobalView             |
| Personal                                                 | P0002, P0182, P0077, Country-specific Infotype wherever applicable.                                                                                              |
| Person_Communication                                     | P0006 1, P0105                                                                                                                                                   |
| Position                                                 | P0007                                                                                                                                                            |
| Compensation                                             | P0008                                                                                                                                                            |
| Payment_Election                                         | P0009                                                                                                                                                            |
| Compensation_Earnings_and_Deductions,                    | P0014, PSREF, CCRMD                                                                                                                                              |
| Payroll_Input_Earnings_and_Deductions                    |                                                                                                                                                                  |
| Benefits_Earnings_and_Deductions                         | P0014                                                                                                                                                            |
| Compensation_One_Time_Payment / Payroll_One_Time_Payment | P0015, PSREF, CCRMD                                                                                                                                              |
| Costing_Allocation                                       | P0027, CCRMD                                                                                                                                                     |
| Worker_Summary                                           | P0709 / P0032                                                                                                                                                    |
| Worker_Status                                            | P0041                                                                                                                                                            |
| Person_Identification                                    | P0185 , Country-specific Infotype where applicable<br>P0369 (Mexico)<br>P0465(Brazil) –<br>Subtypes<br>0001,0002,0004,0005,0006,0008,0012,0014,0015,<br>and 0016 |

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<sup>1</sup> Refer to the [Address](#) section for exclusions which must be covered by Enhanced Integration.

## Data Dictionary

The data dictionary provides the scope of the data which flows via the Workday connector and aligns the Workday PECL section which corresponds to a particular infotype or subtype for a particular country. The [Data Dictionary](#) is maintained on the [ADP Workday Integration Knowledge Resource Center](#) confluence site:

<https://confluence.es.ad.adp.com/display/euI/ADP+Workday+Integration+Knowledge+Resource+Center>

## Example of PECL file and GlobalView Infotypes

IT0000

```

- <peci:Worker>
  - <peci:Worker_Summary>
    <peci:WID>1cca8adf2edd10dc435a2b02f75b5885</peci:WID>
    <peci:Employee_ID>22135</peci:Employee_ID>
    <peci:Name>TestSG15 PECIRE1</peci:Name>
  </peci:Worker_Summary>
  - <peci:Effective_Change peci:Sequence="0">
    <peci:Derived_Event_Code>HIR</peci:Derived_Event_Code>
    <peci:Effective_Moment>20160401</peci:Effective_Moment>
    <peci:Entry_Moment>20160821</peci:Entry_Moment>
  </peci:Effective_Change>
  - <peci:Worker_Status>
    <peci>Status>Active</peci>Status>
    <peci:Active>1</peci:Active>
    <peci:Active_Status_Date>20160401</peci:Active_Status_Date>
    <peci:Hire_Date>20160401</peci:Hire_Date>
    <peci:Original_Hire_Date>20160401</peci:Original_Hire_Date>
    <peci:Hire_Reason>Hire_Employee_New_Hire_New_Position</peci:Hire_Reason>
    <peci:Continuous_Service_Date>20160401</peci:Continuous_Service_Date>
    <peci:First_Day_of_Work>20160401</peci:First_Day_of_Work>
    <peci:Seniority_Date>20160401</peci:Seniority_Date>
  </peci:Worker_Status>

```

|                         |                            |             |                                     |
|-------------------------|----------------------------|-------------|-------------------------------------|
| Pers.No.                | 25000631                   | Pers.Assgn  | 25000631 Singapore (25) CCode 1 ... |
| Name                    | Mrs PECIRE1 TestSG15       | Status      | Active                              |
| Personnel area          | R001 SG- Personnel Area 01 | EE group    | 1 Perm. / Active - FT               |
| EE subgrp               | RS Salaried                | Cost Center | ADP2500001 ADP-WD: CC1 IN 2500      |
| Start                   | 01.04.2016                 | to          | 31.12.9999 Chng 08.09.2016 GVEA1578 |
| <b>Personnel action</b> |                            |             |                                     |
| Action Type             | 01 Hiring                  |             |                                     |
| Reason for Action       | 01 Fill new Position       |             |                                     |
| <b>Status</b>           |                            |             |                                     |
| Customer-specific       |                            |             |                                     |
| Employment              | 3 Active                   |             |                                     |
| Special payment         | 1 Standard wage type       |             |                                     |

IT0001

```

<peci:Position peci:isAdded="1">
  <peci:Position_ID>P-01741</peci:Position_ID>
  <peci:Position_Time_Type>Full_time</peci:Position_Time_Type>
  <peci:Pay_Cycle_Hours>173.33</peci:Pay_Cycle_Hours>
  <peci:Full_Time_Equivalent_Percentage>1</peci:Full_Time_Equivalent_Percentage>
  <peci:Job_Profile>37600</peci:Job_Profile>
  <peci:Organization>
    <peci:Organization_ID>AP_NorthEast_Region</peci:Organization_ID>
    <peci:Organization_Type>REGION</peci:Organization_Type>
    <peci:Organization_Code>APN</peci:Organization_Code>
    <peci:Organization_Name>APN - NorthEast Asia</peci:Organization_Name>
  </peci:Organization>
  <peci:Organization>
    <peci:Organization_ID>HERO</peci:Organization_ID>
    <peci:Organization_Type>SUPERVISORY</peci:Organization_Type>
    <peci:Organization_Code>ADP99999</peci:Organization_Code>
    <peci:Organization_Name>Hero</peci:Organization_Name>
  </peci:Organization>
  <peci:Organization>
    <peci:Organization_ID>ADP2500001</peci:Organization_ID>
    <peci:Organization_Type>COST_CENTER</peci:Organization_Type>
    <peci:Organization_Code>ADP2500001</peci:Organization_Code>
    <peci:Organization_Name>ADP-WD: CC1 IN 2500</peci:Organization_Name>
  </peci:Organization>
</peci:Position>
<ptdf:Position_Name xmlns:ptdf="urn:com:workday/peci/tdf">Administrative Assistant</ptdf:Position_Name>
<ptdf:Employee_Group xmlns:ptdf="urn:com:workday/peci/tdf">SG Employee Group</ptdf:Employee_Group>
<ptdf:Employee_Subgroup xmlns:ptdf="urn:com:workday/peci/tdf">RS</ptdf:Employee_Subgroup>
<ptdf:Personnel_Area xmlns:ptdf="urn:com:workday/peci/tdf">R001</ptdf:Personnel_Area>
<ptdf:Personnel_SubArea xmlns:ptdf="urn:com:workday/peci/tdf">0001</ptdf:Personnel_SubArea>
<ptdf:Business_Area xmlns:ptdf="urn:com:workday/peci/tdf">0001</ptdf:Business_Area>
<ptdf:Work_Contract xmlns:ptdf="urn:com:workday/peci/tdf">Contract Type 1</ptdf:Work_Contract>
<ptdf:Organizational_Key xmlns:ptdf="urn:com:workday/peci/tdf">0001</ptdf:Organizational_Key>
<ptdf:Employment_Percentage xmlns:ptdf="urn:com:workday/peci/tdf">1</ptdf:Employment_Percentage>
<ptdf:Weekly_Workdays xmlns:ptdf="urn:com:workday/peci/tdf">NA</ptdf:Weekly_Workdays>
</peci:Position>

```

|                      |                                |                           |                                   |                          |
|----------------------|--------------------------------|---------------------------|-----------------------------------|--------------------------|
| Pers. No.            | 25000631                       | Pers.Assgn                | 25000631 Singapore (25) CCode ... |                          |
| Personnel No         | 25000631                       | Name                      | Mrs PECIRE1 TestSG15              |                          |
| Personnel ar         | R001 SG- Personnel Area 01     | EE group                  | 1 Perm. / Active - FT             |                          |
|                      |                                | Status                    | Active                            |                          |
| Start                | 01.04.2016                     | to                        | 31.12.9999                        | Chng 08.09.2016 GVEA1578 |
| Enterprise structure |                                |                           |                                   |                          |
| CoCode               | 2500 Singapore (25) CCode 1    |                           |                                   |                          |
| Pers.area            | R001 SG- Personnel Area 01     | Subarea                   | 0001 SG Branch 01                 |                          |
| Cost Ctr             | ADP2500001 ADP-WD: CC1 IN 2500 |                           |                                   |                          |
| Personnel structure  |                                |                           |                                   |                          |
| EE group             | 1 Perm. / Active - FT          | Payr.area RM SG - Monthly |                                   |                          |
| EE subgroup          | RS Salaried                    | Contract                  | SG Test SG                        |                          |
| Organizational plan  |                                | Administrator             |                                   |                          |
| Position             | 0000000                        | Group                     | 999                               |                          |
| Job key              | 0000000                        | PersAdmin                 |                                   |                          |
| Org. Unit            | 60000038 Hero                  | Time                      |                                   |                          |
| Org.key              | 0001                           | PayrAdmin                 |                                   |                          |
|                      |                                | Supervisor                |                                   |                          |

A sample PECI file *WDI\_TD3002\_20160821222746\_SGPECI\_HRMD52\_DUT8G2I.XML* is available from Confluence page: [Related Documents for Workday Integration](#)

<https://confluence.es.ad.adp.com/display/euI/Related+Documents+for+Workday+Integration>

The [Data Dictionary](#) is maintained on the [ADP Workday Integration Knowledge Resource Center](#) confluence site

# Using Workday Integration

## Staffing Events, Effective Dates and Legacy IDs

---

### Workday Staffing Events for PECI

For effective dated changes, PECI extracts include a staffing event when the effective date occurs in the same pay period in which the integration is processed

For non-effective dated changes, the change is included the next time you run the integration:

- Effective Date is set to Entry Date if running for the current period.
- Effective Date is set to the last moment of the previous period if you are running for the previous period.

For example, bank records are not effective dated therefore any change is effective the moment the data is entered. Therefore bank records are not impacted by the PECI attribute “*Number of Additional Pay Periods*”.

When rescinding staffing events, the information in the status section is the status of the original event. For rows where Data Included = Status Section see notes recorded in the ADPWorks:

<https://adpworks.jiveon.com/message/1293302>

| Staffing Event Code | Definition                 | Status Event Date                 | Data Included             | Action type mapping                           |
|---------------------|----------------------------|-----------------------------------|---------------------------|-----------------------------------------------|
| DTA                 | Other data changes         | The effective date of data change | Changed sections only     | Do not map                                    |
| HIR                 | New hire into a pay group  | Hire date                         | All sections for employee | 01 (Hire)                                     |
| HIR-R               | Rescind the new hire event | Hire date                         | Status section            | 70 (Incorrect Entry)                          |
| LOA                 | On leave of absence        | First day of leave                | Status section            | 03 (Inactive Employee) or U1 / U2 for the USA |

| Staffing Event Code | Definition                                                                                                                                                                                                                                                   | Status Event Date                          | Data Included                                              | Action type mapping                                    |
|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|------------------------------------------------------------|--------------------------------------------------------|
| LOA-C               | Correction to end date of the leave of absence                                                                                                                                                                                                               | Day of return from leave                   | Status section                                             | 03 (Inactive Employee) or U1 / U2 for the USA          |
| LOA-R               | Rescind leave of absence                                                                                                                                                                                                                                     | First day of leave                         | Status section                                             | 02 (Org. Transfer) Only                                |
| CONT-LOA            | Continuous leave of absence. A worker returns from leave and immediately goes on leave again. The leave must be back-to-back and can be any type of leave. Example: a worker returns from parental leave on the 15th and goes on personal leave on the 16th. | Same date as original leave effective date | Status section                                             | 03 (Inactive Employee) or U1 / U2 for the USA          |
| RFL                 | Return from a leave of absence                                                                                                                                                                                                                               | First day back at work                     |                                                            | 04 (Activate Employee) or U3 (Leave of Absence Return) |
| RFL-R               | Correction to end date of the leave of absence                                                                                                                                                                                                               | First day back at work                     |                                                            | Do not map                                             |
| ORG                 | Change organization but do not change pay group                                                                                                                                                                                                              | Date of position change                    | All sections for the employee(Not required for GlobalView) | NA                                                     |

| Staffing Event Code | Definition                                                                                                                                                                                                                                                                                                                                                                      | Status Event Date              | Data Included                                                                                                                                                                                | Action type mapping                                                                  |
|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| PCI                 | <p>Transfer into this pay group from a pay group in a different payroll company</p> <p><b>Note:</b> For payees with multiple positions, this code applies only to the first position transferred. Payroll Effective Change Interface performs an ADD operation for additional position transfers for the same payee. No staffing event occurs for these ADD operations.</p>     | Date of pay group reassignment | All sections for employee                                                                                                                                                                    | 02 (Org. Transfer) or 01 (Hire, if the new hire is required in the new legal entity) |
| PCO                 | <p>Transfer out of this pay group to a pay group in a different payroll company</p> <p><b>Note:</b> For payees with multiple positions, this code applies only to the last position transferred. Payroll Effective Change Interface performs a REMOVE operation for additional position transfers for the same payee. No staffing event occurs for these REMOVE operations.</p> | Date of pay group reassignment | Personal, Person Identification, Status, Position, Compensation, Compensation Plans, Benefits Earnings & Deductions, Compensation Earnings & Deductions, Payroll Input Earnings & Deductions | 10 (Termination, if the termination is required in exiting legal entity) or blank    |
| PGI                 | Transfer into this pay group from another pay group in the same payroll company                                                                                                                                                                                                                                                                                                 | Date of pay group reassignment | Personal, Person Identification, Status, and Position sections                                                                                                                               | 02 (Org. Transfer only)                                                              |
| PGO                 | Transfer out of this pay group to another pay group in the same payroll company                                                                                                                                                                                                                                                                                                 | Date of pay group reassignment | Personal, Person Identification, Status, and Position sections                                                                                                                               | NA                                                                                   |
| RFL                 | Return from a leave of absence                                                                                                                                                                                                                                                                                                                                                  | First day back at work         | Status section                                                                                                                                                                               |                                                                                      |

| Staffing Event Code | Definition                                                                                                                                                         | Status Event Date      | Data Included                                                                                                                                                                                | Action type mapping     |
|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| RFL-R               | Correction to end date of the leave of absence                                                                                                                     | First day back at work | Status section                                                                                                                                                                               |                         |
| TERM                | No longer employed. Employee status changes from active to terminated.                                                                                             | Termination date       | Personal, Person Identification, Status, Position, Compensation, Compensation Plans, Benefits Earnings & Deductions, Compensation Earnings & Deductions, Payroll Input Earnings & Deductions | 10 (Termination only)   |
| TERM-C              | Correct termination event. Generated when the termination date is corrected and moved to an earlier effective date. Status changes from active to terminated.      | Termination date       | Status section                                                                                                                                                                               | 10 (Termination only)   |
| TERM-R              | Rescind the termination event. Generated when the termination date is corrected and moved to a future effective date. Status is changed from terminated to active. | Termination date       | Status section                                                                                                                                                                               | 02 (Org. Transfer Only) |

## Staffing Event Changes

All staffing event changes fall into two categories:

- Changes to details pertaining to the event's record excluding the Start and End dates.
- Changes to the staffing event's start/end dates

### Changes to details excluding Start and End Dates

Changes to fields such as "Hire Reason" or "Leave Type" appear in PECL as a correction, for example, "HIR-C" or "LOA-C".

### Changes to Start and End Dates

In general, when start dates change to an earlier date Workday

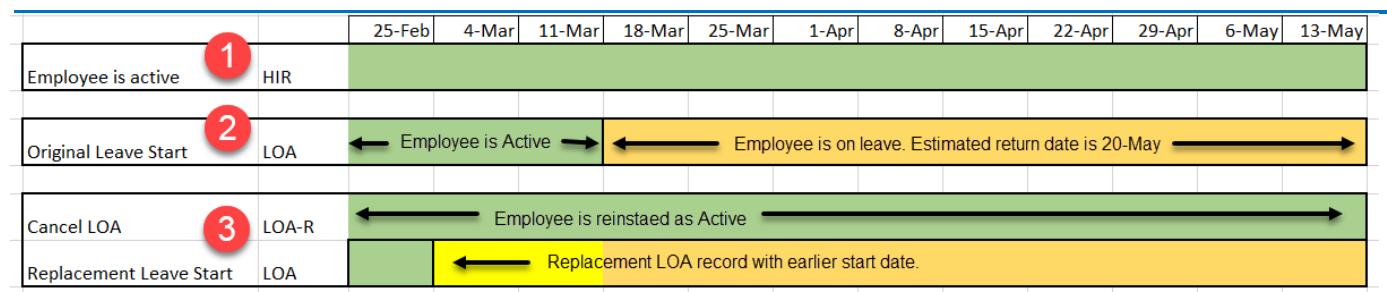
1. rescinds the original record (HIR-R)
2. and sends a replacement record (HIR with the new (earlier) start date).

Leave staffing events having an additional component due to the Return from Leave (RFL) value. Hence, when the LOA end date changes to a future date Workday

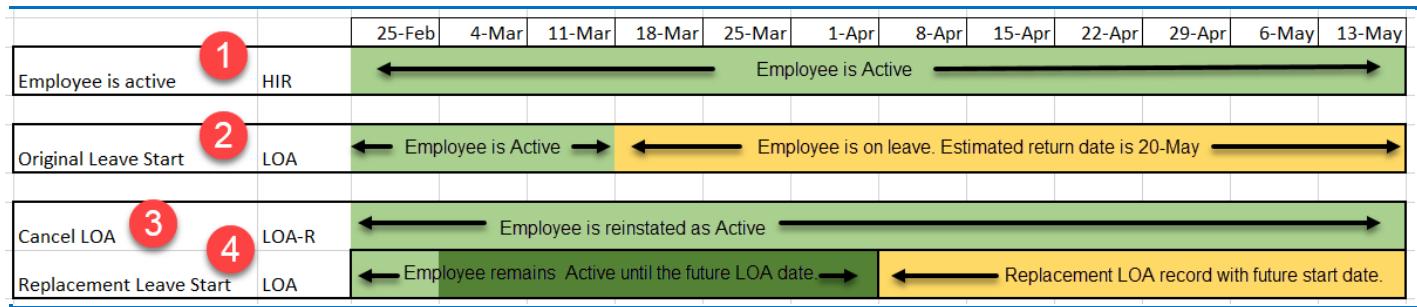
1. corrects the original leave record (LOA-C) with a new estimated return from leave date,
2. rescinds the original return event (RFL-R)
3. and replaces the Return from Leave (RFL) record with the corrected return date.

***The examples which follow are based on LOA events however the same basic functionality applies to all staffing events with regards to the start date and end date changes.*** This demonstration is based on an LOA because this staffing event has an extra record, RFL. In order to explain how the extra record is handled while avoiding repetitive explanations LOA with RFL is explained here.

In the example below each number represents the timeline after a PECL extraction starting with the employee in an active state (extract 1). Then a leave of absence is entered beginning the 18<sup>th</sup> of March through the 20<sup>th</sup> of May (extract 2). Later, the employee unexpectedly starts the leave 1 week earlier than originally stated in the LOA record. This requires the 3<sup>rd</sup> PECL extract to contain 2 events (extract 3): first, rescinding the original leave (LOA-R) and second, a replacement LOA with the start date in the past.



In this next example, a second active employee (extract 1) Also, takes a leave of absence for the same date range as the first employee: 18<sup>th</sup> of March through the 20<sup>th</sup> of May (extract 2). However, the employee's leave is postponed. In extract #3, PECI rescinds the original leave (extract 3) which changes employee #2 back to active. The replacement LOA record (extract 4) is not extracted until the future LOA's start date falls in the current pay period.



In order to extract corrections entered on the same date as the original record ensure the extract's date/time stamp for the correction is later than the first extract.

## Employee Changes during Transfers

PECI content can vary whenever employees have both data changes and staffing events.

### Example

When both the payroll country (PCI/PCO) and job (organizational) have changed for an employee:

- If the pay group assignment occurs after the organizational changes PECI will extract the latest values in the PCO section.
- If the pay group assignment occurs BEFORE the organizational, or if the job change process has the pay group step is first, then PECI will extract the old values in the PCO section.

## Effective Dates

All the transactions in Workday are effective-dated and the effective moment in the PECI is usually used as the start date of the record.

## Other Identifier

Client's legacy system Id's/Custom Identifier's can be brought from Workday to GlobalView through Other\_Identifier (Person\_Identification) section and store it to IT0185. The subtype can be configured as follows under Value mapping table:

| Ctry Grouping                                                                                                                                                                                           | 48                                |              |                |              |              |     |  |     |    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|--------------|----------------|--------------|--------------|-----|--|-----|----|
| Solution                                                                                                                                                                                                | WD PECI                           |              |                |              |              |     |  |     |    |
| ADP Field Name                                                                                                                                                                                          | Custom_ID_Type {Other_Identifier} |              |                |              |              |     |  |     |    |
| Value Mapping Transformation                                                                                                                                                                            |                                   |              |                |              |              |     |  |     |    |
| <table border="1"><thead><tr><th>Seq. Nr</th><th>Condition Code</th><th>Source Value</th><th>Target Value</th></tr></thead><tbody><tr><td>001</td><td></td><td>CID</td><td>Y1</td></tr></tbody></table> |                                   | Seq. Nr      | Condition Code | Source Value | Target Value | 001 |  | CID | Y1 |
| Seq. Nr                                                                                                                                                                                                 | Condition Code                    | Source Value | Target Value   |              |              |     |  |     |    |
| 001                                                                                                                                                                                                     |                                   | CID          | Y1             |              |              |     |  |     |    |

Refer to the IT0185 section for additional country-specific details about Personal IDs.

## Out of Scope

- **Bank master data** – Workday does not supply all the necessary information required to create a Bank's master data the BNKA. New bank keys, therefore, need to be uploaded via SSL or sent via G2 before attempting to reference them at the employee level.
- **Concurrent employment (multiple positions in the same country in Workday)** – This is due to the fact that concurrent employment activated in GlobalView, which is a result of low client demand.
- **Temporary international assignments** – Currently Workday cannot provide the necessary master data (such as bank details and addresses) for both the home and host country at the same time. These assignments are therefore managed via a custom field in Workday that informs Talend to discard all data for the employee for as long as the field is provided. This allows the assignment to be managed directly in GlobalView. See the [International Assignments](#) section for details.
- **Global Mobility (MOGEE)** – This functionality is only available where GlobalView is the HR system of record.
- **Leave of Absence** – Refer to [Out of Scope](#) and [Limitations](#) under '[Leave of Absences \(LOA\) / Return from Leave \(RFL\)](#)' section above

### Brazil – Out of Scope Functionality

These features are currently not in scope but may be included in a future enhancement.

- **Hire date and Termination date correction to a future date**

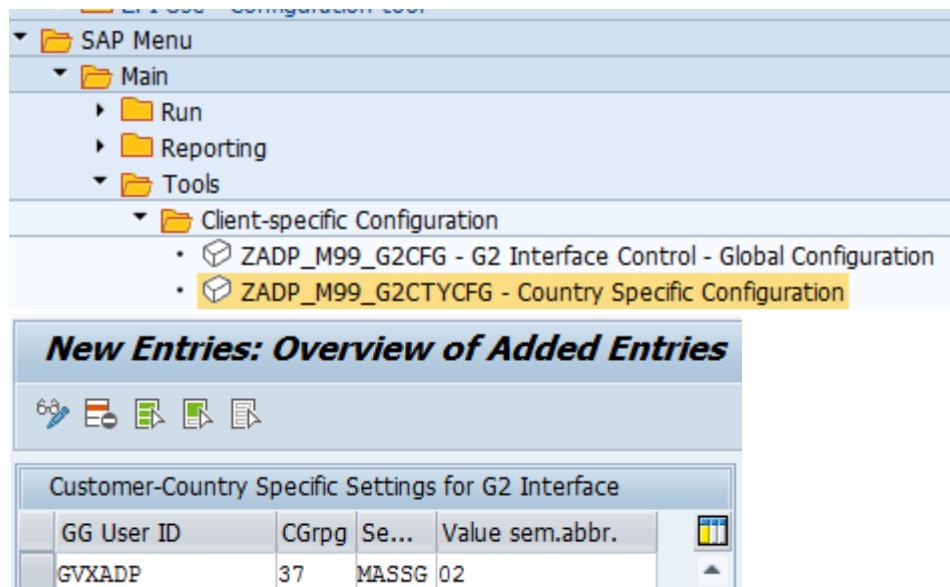
As Workday is the system of record for IT0000 data, users/administrators can change Hire date and Termination date correction to future date and which can flow to GlobalView but these changes are expected to be handled manually for Brazil. It is advised to ADP Implementation team to discuss with the client during the Implementation phase and set up an appropriate process to avoid such changes in Workday
- **Re-hire with a new PERNR**
- **IT0001 changes during the mid pay cycle**

As Workday is the system of record for IT0001 data, users/administrators can change IT0001 during mid pay cycle and which can flow to GlobalView but mid-cycle changes are not applicable for Brazil. It is advised to ADP Implementation team to discuss with the client during the Implementation phase and set up an appropriate process to avoid mid-cycle changes in Workday

- **IT0001 and IT0000-Action Reason for Brazil synchronization in G2**

IT0000 is internally generated by G2 with ‘Organization Transfer’ action as on when IT0001 sent alone in the G2 file but for brazil, Action reason is mandatory for Organization transfer action so the reason could be defaulted to 02(Lateral move) using G2 configuration as follows

Area Menu ZG2 →



Wherein ‘GG User ID’ should be ‘G2 Customer Id’ and Value should be default Action reason

**Note:** The above feature is in the testing phase

- **IT0465 subtypes 0003(Employment Statement) and 0010(Driver’s license)**

Alternative: SSL / Supplemental G2 file / SAP GUI

## Initial Data Load



Initial Data Load PECI Full Snapshot functionality focuses only on data that can be extracted and transformed via PECI from the Workday system for clients implementing GlobalView payroll. This solution is available for all the PECI country for global Infotypes. Please check the scope section below for more detail.

Every client is required during a GlobalView payroll implementation to provide data files to populate the relevant master data tables and payroll clusters from the following systems:

- HR System
- Legacy Payroll System
- 3<sup>rd</sup> Party Systems

This data is used during UAT, Parallel runs and for the go-live.

This solution will focus only on the data that can be extracted and transformed via the PECI Full Extract functionality from the Workday system for clients implementing GlobalView payroll and will not provide any functionality to assist in the transformation of data from legacy Payroll systems or other 3<sup>rd</sup> party systems. See limitations noted in the [Future Events](#) section under IT0001.



New country implementations can utilize Workday's Global Payroll Reconciliation feature. Just be sure to activate the EXPYA switch prior to running IDL. Refer to the [External Payroll Area](#) in the [Required G2 Settings](#) section and the Ancillary Tools chapter to find the instructions on how to add employee External Payroll Area ZZABK\_EXT for existing clients.

### Pre-requisites for using PECI Full snapshot

- The PECI Integration system must be set up for the country in Workday.
- All calculated fields for initial data load purposes for a country are picked from the Position and the Compensation sections and their source data fields should be populated.
- Also, refer to the [Update External Payroll Area in IT0001 \(ZZABK\\_EXT\)](#) instructions.

## Overview and Scope

- Scope of the Initial Data Load tool is for all the countries certified in PECI,
  - For global infotypes (IT0000, 0001, 0002, 0006, 0007, 0008, 0009, 0014, 0016, 0027, 0032, 0041, 0105, 0185, 0709)
  - For country-specific local Infotypes please refer table details below,

| Country Name | Local Infotypes Supported | Local Infotypes Description |
|--------------|---------------------------|-----------------------------|
| Mexico       | IT0369                    | Social Security Data        |
| Malaysia     | IT0077                    | Additional Personal Data    |
| Australia    | IT0227                    | Tax File Number             |
| Japan        | IT3387                    | Additional Personal Data    |
| Hong-Kong    | IT0342                    | Personal Data               |
| Korea        | IT0539                    | Personal Data               |

- For Cost Center, Job/Position and Org Unit.
- For GlobalView and GDMS clients.
- For active, on leave and terminated employees.
- One-time payments will be brought over after the migration, using the standard PECI connector process.
- Country-specific infotypes (IT0004, IT0077, IT0082, etc.) must be requested via CRM when needed by a client, and are prioritized as enhancements and assigned to an upcoming monthly Feature Pack deployment. For the USA all the required Infotypes are already covered.
- The Initial Data Load full snapshot will generate 3 separate G2 files as follows:
  - Other Master Data File (Foundational Objects)
  - Core Infotypes File (0000, 0001, 0002 & 0041)
  - Other Infotypes File (All other Infotype in scope for PECI)

## Out of Scope

The following is not in scope:

- Transformation of data from sources other than the PECI Full Snapshot extract will be out of scope.
- Data from Legacy payroll systems or other third-party systems for example timekeeping systems will be out of scope.
- We are supporting Initial data load only for global Infotypes in nature and Country-specific infotypes other than global infotypes mentioned will be out of scope.

## Limitations

1. Where more than 10k employees need to be uploaded, it is recommended that the file be split into smaller groups of employees. This could be done by selecting a specific Pay group of employees while extracting the Full Snapshot file.
2. Employees who return from leave during the extraction period will be reported as active since the status will data at the end of the period. The Leave of Absence will not be reported.
3. Only the latest data is reported for all entry-dated data, which means that it is not possible to form an accurate picture of this type of data at a specific point in the past. The Infotypes currently affected are: 0002, 0003, 0009, 0041 & 0105.
4. No OTPs will be reported in the full snapshot file. It is expected that all relevant OTPs will be reported by the standard PECI extract when it is run for the parallel/go-live period.
5. Employees who move from one Company Code to another within the tax year require accurate infotype 0001 records associated with the time spent in each Company Code. Clients will have to manage these additional records via SSL.

## Employee Statuses

---

### Active Employees

Clients may load all employees who are active in the Workday system during the parallel payroll periods and the go-live payroll period.

### Terminated Employees

Clients may load terminated employees into GlobalView/GDMS for the following reasons:

- To support payments after leaving.
- To support year-end tax forms.

### Employees on a Leave of Absence

Clients may load employees who are on unpaid leave as being inactive in GlobalView//GDMS.

## Action Type/Reason for Full Snapshot

Different Action Types mapped as below,

| Employee Type       | Action Type |
|---------------------|-------------|
| Active Employee     | DL          |
| Terminated Employee | DL/IJ       |
| On Leave employee   | II          |

Action Reason will be captured for terminated employees. It will be blank for all other employees.

## Infotype Start Date

---

- Infotype start dates will be managed as follows:
  - Infotypes 0000 and 0001 should exist from the employee's hire date, from the tax year start date (where relevant) and from the go-live date.
  - Infotypes 0002 will have a start date of the employee's birth date.
  - Other infotypes should start from the go-live date or the employee's hire date (if later) or even later (e.g. a wage type that is paid after go-live).
- It should be noted that the go-live date may differ by the payroll area.
- The go-live date is normally the first day of the first pay period. However, if YTD conversion is required, then the start date of all infotypes that start from the go-live date should be moved at least one day ahead.

## PECI/Initial Data Load Configuration

---

- Check that date types '01' (Country Hire date) and 'TD' (Termination Date) have been mapped correctly under "Value Mapping Transformation" in GlobalView.
- Check new Switches (FULL\_SNAPSHOT, DROP\_PAYTHROUGH, and IT0003\_PAYDATE), Constant (IDL\_TERMACTION) and Control (GOLIVEDATE and DROPTERMDATE) for Initial Data Load have been configured in GlobalView as per guidelines provided under configuration environment.
- The Go-Live Date needs to be maintained under 'Controls' "GOLIVEDATE" separately for each pay group.

## WDTJE Messages

---

New messages added to class ZXADP\_M99\_CONMSG as follows:

| No  | Scenario                                                                          | Short Text                                                         | System Response                | Procedure                                                    | Procedure for System Administrator                                                                                     |
|-----|-----------------------------------------------------------------------------------|--------------------------------------------------------------------|--------------------------------|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| 028 | An employee in a full snapshot file does not have the necessary date type(s).     | Date Type & & missing for & employee.                              | The employee is not processed. | Create the necessary date type and resend the employee data. | Check that date type 01 was been mapped correctly.                                                                     |
| 038 | An employee will be dropped who have Pay through date is before the go-live date. | Employee & dropped as Pay through date is before the go-live date. | The employee will be dropped   | An employee will be dropped as per the client's requirement. | The date in the Pay_Through_Date element is earlier than the go-live date and the DROP_PAYTHROUGH switch is set to ON. |
| 039 | An employee will be dropped before date maintained in control DROPTERMDATE        | Employee & dropped as termination date is before &                 | The employee will be dropped   | An employee will be dropped as per the client's requirement. | The date in the Termination_Date element is earlier than the date in the DROPTERMDATE control.                         |

- Middleware (Talend) will check that all employees have date type 01 and will Also, check that all terminated employees have an additional date type TD.

Where this is not the case, a new message will be generated as below:

ZXADP\_M99\_CONMSG-028: Date Type &1 &2 missing for &3 employee.

- &1: 01
- &2: TD
- &3: Active/Inactive/Terminated

- Middleware (Talend) will check switch DROP\_PAYTHROUGH and will drop terminated employees having a Pay Through date before Go Live date and a new message will be generated as below:

ZXADP\_M99\_CONMSG-038: Employee &1 dropped as Pay through date is before the go-live date.

- &1: Employee ID

- Middleware (Talend) will check control DROPTERMDATE and will drop terminated employee before date maintained and a new message will be generated as below:

ZXADP\_M99\_CONMSG-039: Employee &1 dropped as termination date is before &2

- &1: Employee ID

- &2: Date as maintained in DROPTERMDATE.

NOTE: See [Troubleshooting WDTJE Errors](#) in the Appendix for information about this message type.

## **Procedure for Initial Data Load Full Snapshot data conversion:**

1. Make sure the PEI Integration system has been set up for the country in Workday and GlobalView.
2. Confirm from client partner all calculated fields have been configured and their source data fields populated in Workday for Initial Data Load.
3. Confirm from the client partner PEI Integration ‘Report Post Termination Compensation’ attribute has been set up in Workday. This enables PEI to return the latest employee compensation data at the end of the extraction period.



Currently, the **Compensation E&D sections** are only reported for a terminated employee if any Future ‘**Pay Through date**’ exists. If ‘**Pay Through date**’ is current and past dated for employee Compensation E&D will not be reported.

4. Confirm the PEI Integration has the ‘Include Position Data section’ attribute for ‘Post Termination (Secondary)’ activated in Workday. This attribute ensures PEI returns the employee’s position information for terminated employees.



Once the data migration process is completed and regular PEI integration is setup uncheck this attribute as this attribute was developed only for data migration.

5. PEI Configuration must be completed in the menu area **ZCON > Inbound > Configuration File Setup**.
  - Special attention should be paid to date types 01 and TD, which must be mapped for active and terminated employees based on the Hire\_Date and the Termination\_Date.
6. Switch **FULL\_SNAPSHOT** must be set to ‘**ON**’ for the initial load and should then be **removed** for later loads.
7. G2 configuration, including the Initial Data Load configuration, must be completed before any data is loaded into GlobalView.

8. Snapshots should be taken on the last day of the payroll period before the parallel/go-live period. This is because the Full Snapshot extract reads data on the last day of the period as a rule.
9. A normal PECI extract should be run at the end of each parallel period or during the go-live period to collect all effective-dated changes for that period.

**For Example:** If Parallel 1 date is 01<sup>st</sup> of Feb 2018

Parallel 2 date is 01<sup>st</sup> of Mar 2018

Go Live Date is 01<sup>st</sup> of Apr 2018,

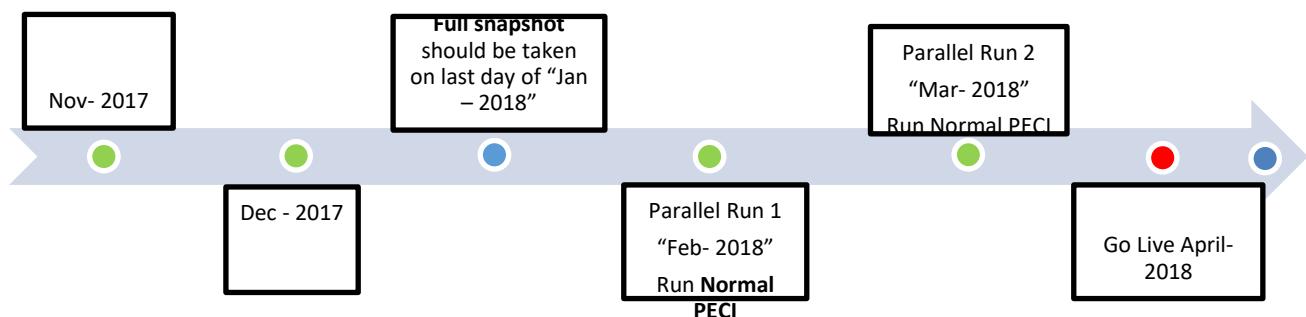
Step 1) Run Full snapshot for the last period of Jan 2018 in the quality system for parallel testing.

Step 2) Run normal PECI extract for the next period (Feb 2018) and (Mar 2018) to verify correct effective dated changes are coming in parallel 1 and parallel 2.

Step 3) Once the Parallel completes then run Full snapshot for Mar 2018 in production to capture all data as of the last day of the open pay period (March 2018).

Step 4) Run normal PECI extracts for Go Live Month (April 2018)

#### TimeLine picture to understand Full Snapshot Process for reference



10. Set the data type to 'Initial Data Load (Internal PERNR)' when G2 is executed. In case of a high large number of employees check the 'Use Parallel Processing' checkbox.
11. Initial Data Load files should be loaded as per standard G2 procedure.



Remember to remove the Initial Data Load Switch **FULL\_SNAPSHOT** once the initial conversion is completed to avoid reloading the same full extraction which will corrupt the GlobalView data and create an out-of-sync condition between Workday and ADP.

## GlobalView Processes

### Manager Link Table (MGRLK)

To generate ‘Manager Link Table’ record type, Talend relies on following constants configuration

| Constant Name | Area            | Values | Use                                                |
|---------------|-----------------|--------|----------------------------------------------------|
| MGRLKTYPEDEF  | Default Subtype | MAIL   | Default Manager Type for Manager Link Table        |
| MGRLKTYPELEAV | Default Subtype | LEAV   | Default Leave Manager Type for Manager Link Table. |

### Future-dated MLT data

Since MLT table ‘ZXADP\_M99\_MGRLNK’ is not date bounded in GlobalView, introduced a new staging table ‘ZXADP\_M99\_MGRLNS’ to store the future-dated MLT data until that is effective.

Should there be the following switch configured as ‘ON’ in client-specific configuration and PECL file consists of future-dated data (refers to ‘Effective\_Moment’ of Position section & ‘Time\_Workflow\_Approver\_Effective\_Date’ of Additional\_Information section) then Talend will collect it into record type ‘MGRLS’.

| Switch Name         | Country-specific | Values | Use                                                                                                |
|---------------------|------------------|--------|----------------------------------------------------------------------------------------------------|
| MGRLK_EFFECTIVEDATE | Yes              | ON     | This switch is required to generate a separate record using MGRLS record type for future-dated MLT |

```
<peci:Worker_Summary>
  <peci:WID>cd39c3ef43c501771f4cdbcba57dc50b</peci:WID>
  <peci:Employee_ID>243510</peci:Employee_ID>
  <peci:Name>SGTest01 EE36</peci:Name>
</peci:Worker_Summary>
<peci:Effective_Change peci:Sequence="0">
  <peci:Derived_Event_Code>HIR</peci:Derived_Event_Code>
  <peci:Effective_Moment>20180429T00:00:00</peci:Effective_Moment>
    <peci:Entry_Moment>20180424T01:15:37</peci:Entry_Moment>
    + <peci:Worker_Status peci:isUpdated="1">
    + <peci:Personal peci:isUpdated="1">
    + <peci:Person_Communication peci:isAdded="1">
    + <peci:Person_Identification peci:isUpdated="1">
    - <peci:Position peci:isAdded="1">
      <peci:Position_ID>P-03573</peci:Position_ID>
      <peci:Position_Time_Type>Full_time</peci:Position_Time_Type>
      <peci:Job_Profile>50010579</peci:Job_Profile>
      - <peci:Supervisor>
        <peci:ID>21001</peci:ID>
        <peci:Name>Logan McNeil</peci:Name>
      </peci:Supervisor>
    </peci:Position>
  </peci:Effective_Moment>
<peci:Additional_Information peci:isUpdated="1">
  <peci:WorkerID>cd39c3ef43c501771f4cdbcba57dc50b</peci:WorkerID>
  <ptdf:Time_Workflow_Approver_Effective_Date peci:isAdded="1" xmlns:ptdf="urn:com.workday/peci/tdf">20180429</ptdf:Time_Workflow_Approver_Effective_Date>
  <ptdf:Time_Workflow_Approver peci:isAdded="1" xmlns:ptdf="urn:com.workday/peci/tdf">21001</ptdf:Time_Workflow_Approver>
```

If neither the above switch is configured nor the PECL file consists of future-dated MLT data, then Talend will load the data into record type ‘MGRLK’ (Standard process).

While loading data, G2 stores the future-dated MLT data reported in record type ‘MGRLS’ into staging table ‘ZXADP\_M99\_MGRLNS’.

### Update the MLT data from the staging table into the main table



Schedule the program ZI\_XADP\_M99\_CON\_MLT\_UPD in the background with a daily run (recommended) to update the future-dated MLT data from the staging table to the main MLT table.

The program has to be scheduled along with a variant and selection parameter like:

**Utility to Create a G2 file with MLT data**

**Selection Parameters**

|                     |            |
|---------------------|------------|
| Effective Date      | 17.05.2018 |
| Client Source Point | PECI       |
| Country Grouping    | 10         |

**Output Options**

ALV Display (Report Only)       Server Download (G2 File)

With the above selection, the data which exists in staging table ‘ZXADP\_M99\_MGRLNS’ with an effective date 17.05.2018 will be picked up and updated into the main MLT table ZXADP\_M99\_MGRLNK.



### Out of Scope

1. Rescinds of future-dated MLT data are not supported
2. Correction of future-dated MLT data with a past date is not supported

### In Scope

3. Correction to Past/Current dated MLT data with a future date
4. Correction to Future-dated MLT data with a future date
5. Correction to Future-dated MLT data with a past date(> Current date)

## Cost Centers

### Default Cost Center Currency

CCRMD record is generated if there is an ‘isAdded’ or ‘isUpdated’ record in any of the PECI subsections that are in scope for the generation of CCRMD record i.e. Position-Organization, Costing\_allocation-Costing\_Worktag, Payroll\_One\_Time\_Payment-Worktag, Compensation\_One\_Time\_Payment-Worktag, and Payroll\_Input\_Earnings\_and\_Deductions-worktag. The exceptions are HIR and PCI events in this change attributes are ignored, and all records are generated.

In any of the above scenarios where the CCRMD record is generated, the currency key field (WAERS) could be defaulted using constant ‘DEFWAERS\_KOSTL’ if maintained for that country.

Example for New Hire

Constant DEFWAERS\_KOSTL is set to ‘SG’ using ZCON configuration menu

|                |                |
|----------------|----------------|
| Ctry Grouping  | 25             |
| Solution       | WD PECI        |
| Constants      |                |
| Constant Name  | Constant Value |
| DEFWAERS_KOSTL | SG             |

Currency sent in the PECI file is SGD

```
<peci:Position peci:isAdded="1">
  <peci:Position_ID>P-03577</peci:Position_ID>
  <peci:Position_Time_Type>Full_time</peci:Position_Time_Type>
  <peci:Job_Profile>50010579</peci:Job_Profile>
  + <peci:Supervisor>
  + <peci:Organization>
  + <peci:Organization>
  - <peci:Organization>
    <peci:Organization_Type>COST_CENTER</peci:Organization_Type>
    <peci:Organization_Code>SG Test CC : 2500 - ADP2500012</peci:Organization_Code>
    <peci:Organization_Name>SG Test CC : 2500 - ADP2500012</peci:Organization_Name>
  </peci:Organization>
  <peci:Payroll>
    <peci:Payroll_Type>Full</peci:Payroll_Type>
    <peci:Payroll_Country>SG</peci:Payroll_Country>
    <peci:Payroll_Currency>SGD</peci:Payroll_Currency>
  </peci:Payroll>
</peci:Position>
```

```
</peci:Payroll_Input_Earnings_and_Deductions>
<peci:Payroll_Input_Earnings_and_Deductions peci:isAdded="1">
  <peci:External_Payroll_Code>7484SG</peci:External_Payroll_Code>
  <peci:Start_Date>20180101</peci:Start_Date>
  <peci:Amount>1000</peci:Amount>
  <peci:Currency>SGD</peci:Currency>
  <peci:Worktag>
    <peci:Worktag_Code>SG Test CC : 2500 - ADP2500013</peci:Worktag_Code>
    <peci:Worktag_Name>Cost Center: SG Test CC : 2500 - ADP2500013</peci:Worktag_Name>
  </peci:Worktag>
</peci:Payroll_Input_Earnings_and_Deductions>
<peci:Compensation_One_Time_Payment peci:isAdded="1">
  <peci:External_Payroll_Code>SPOTSGspot3000</peci:External_Payroll_Code>
  <peci:Amount>2500</peci:Amount>
  <peci:Currency>SGD</peci:Currency>
  <peci:Worktag>
    <peci:Worktag_Code>SG Test CC : 2500 - ADP2500014</peci:Worktag_Code>
    <peci:Worktag_Name>Cost Center: SG Test CC : 2500 - ADP2500014</peci:Worktag_Name>
  </peci:Worktag>
</peci:Compensation_One_Time_Payment>
<peci:Costing_Allocation peci:isAdded="1">
  <peci:Allocation_Percentage>0.5</peci:Allocation_Percentage>
  <peci:Allocation_Start_Date>20180101</peci:Allocation_Start_Date>
</peci:Costing_Allocation>
<peci:Costing_Allocation peci:isAdded="1">
  <peci:Allocation_Percentage>0.5</peci:Allocation_Percentage>
  - <peci:Costing_Worktag>
    <peci:Worktag_Code>SG测试CC: 2500 - ADP2500016</peci:Worktag_Code>
    <peci:Worktag_Name>Cost Center: SG测试CC: 2500 - ADP2500016</peci:Worktag_Name>
  </peci:Costing_Worktag>
  <peci:Allocation_Start_Date>20180101</peci:Allocation_Start_Date>
</peci:Costing_Allocation>
<peci:Additional_Information peci:isUpdated="1">
```

However, in the G2 file CCRMD record is created with Currency ‘SG’ that is defaulted using constant DEFWAERS KOSTL.

```
HEADBR>"GUVARDEN"GV_Template_Swathes!"GUVARDEN_Support_Team!"99-9999-9999!"cnvrd@Guvarden.com!"MP3000_20180403022246_SPECTRE_HBM001_DHTRG2T_SAPI!"2018040301  
CCRMID"EN"|"1"|"ADP"|"500016"|"25001"|"Cost Center": SG Test CC: 2500 - ADP2500016|"0001"|"Cost Center": SG Test CC: 2500 - ADP2500016|"1"|"SG!"  
CCRMID"EN"|"1"|"ADP"|"ADP2500012"|"2500"|"SG Test CC": 2500 - ADP2500012|"0001"|"SG Test CC": 2500 - ADP2500012|"1"|"SG!"  
CCRMID"EN"|"1"|"ADP"|"ADP2500013"|"2500"|"Cost Center": SG Test CC : 2500 - ADP2500013|"0001"|"Cost Center": SG Test CC : 2500 - ADP2500013|"1"|"SG!"  
CCRMID"EN"|"1"|"ADP"|"ADP2500014"|"2500"|"Cost Center": SG Test CC : 2500 - ADP2500014|"0001"|"Cost Center": SG Test CC : 2500 - ADP2500014|"1"|"SG!"
```

HR0BJ|EN|"SI"|"P-035777"|"18000101|"99991231|"SGI"|"|"Payroll Coordinator  
P0001|**"24330"**|"SGI"|"INS"|"00001"|"20180101|"99991231|"!"|"!"|"01"|"01"|"!"|"!"|  
P0001|**"24330"**|"SGI"|"INS"|"0001"|"20180101|"99991231|"!"|"!"|"**"2500"**|"R001"|"1"|"RS"|"0001"|"0001"|"0001"|"RM"|"ADP2500012"|"P-035777"|"SGI"|"!"|"!"|  
P0002|**"24330"**|"SGI"|"INS"|"0002"|"20180101|"99991231|"!"|"!"|"**"E32"**|"SGTset01"|"!"|"**"3"**|"128981008"|"SG"|"0"|"!"|"SGI"|"!"|"Singapore"|"!"|"!"|  
P0006|**"24330"**|"SGI"|"INS"|"0006"|"2"|"20180101|"99991231"|"!"|"!"|"**"2"**|"!"|"**"Natasset"**|"PAI"|"PB"|"Singapore"|"!"|"**"123456"**|"SGI"|"!"|"!"|"**"PaI"**|"!"|"!"|"**"PB"**|"!"|  
P0006|**"24330"**|"SG"|"0"|"INS"|"0006"|"1"|"20180101|"99991231"|"!"|"!"|"**"1"**|"!"|"**"Hstraee"**|"PAI"|"PB"|"Singapore"|"!"|"**"543342"**|"SGI"|"!"|"!"|"**"PaH"**|"!"|"**"PB"**|"!"|  
P0007|**"24330"**|"SG"|"0"|"INS"|"0007"|"20180101|"99991231"|"!"|"!"|"**"100\_001"**|"!"|"!"|"**"1"**|"!"|"**"Hstraee"**|"PAI"|"PB"|"Singapore"|"!"|"**"543342"**|"SGI"|"!"|"!"|  
P0008|**"24330"**|"SG"|"0"|"INS"|"0008"|"0"|"20180101|"99991231"|"!"|"!"|"**"10\_01"**|"!"|"**"SALARY"**|"SGD"|"!"|"**"100\_00"**|"!"|"**"173\_33"**|"SGD"|"1101"|"3000"|"!"|"!"|  
P0014|**"24330"**|"SG"|"0"|"INS"|"0014"|"74848G"|"20180101|"99991231"|"!"|"!"|"**"74848G"**|"1000"|"SGD"|"!"|"**"100\_00"**|"!"|"**"1"**|"!"|  
P8REF|**"24330"**|"SG"|"0"|"INS"|"0014"|"74848G"|"20180101|"99991231"|"!"|"!"|"**"ADP"**|"ADP2500013"|"2500"|"!"|"**"1"**|"!"|"**"1"**|"!"|"**"1"**|"!"|"**"1"**|"!"|  
P0015|**"24330"**|"SG"|"0"|"INS"|"0015"|"30008G"|"20180101"|"20180101"|"!"|"!"|"**"30008G"**|"2500"|"SGD"|"!"|"**"100\_00"**|"!"|"**"1"**|"!"|  
PSREF|**"24330"**|"SG"|"0"|"INS"|"0015"|"30008G"|"20180101"|"20180101"|"!"|"!"|"**"ADE"**|"ADP2500014"|"2500"|"!"|"**"1"**|"!"|"**"1"**|"!"|"**"1"**|"!"|"**"1"**|"!"|  
P0027|**"24330"**|"SG"|"0"|"INS"|"0027"|"01"|"20180101|"99991231"|"!"|"!"|"**"01\_25000"**|"500016"|"50\_00"|"!"|"**"1"**|"!"|"**"1"**|"!"|"**"1"**|"!"|"**"1"**|"!"|  
P0041|**"24330"**|"SG"|"0"|"INS"|"0041"|"74848G"|"20180101|"99991231"|"!"|"!"|"**"74848G"**|"20180101"|"01"|"20180101"|"02"|"20180101"|"40"|"20180101"|"#41"|"20180101"|"50"|"20180101"|"!"|  
P0077|**"24330"**|"SG"|"0"|"INS"|"0077"|"20180101|"99991231"|"!"|"!"|"**"00\_001"**|"!"|"**"1"**|"!"|"**"1"**|"!"|"**"1"**|"!"|"**"1"**|"!"|"**"1"**|"!"|  
P0105|**"24330"**|"SG"|"0"|"INS"|"0105"|"ESBU"|"20180101|"99991231"|"!"|"!"|"**"ESBU**"|"24330  
P0105|**"24330"**|"SG"|"0"|"INS"|"0105"|"0010"|"20180101|"99991231"|"!"|"!"|"**"0010"**|"!"|"**"ImFlash2@bkt.fun**  
P0105|**"24330"**|"SG"|"0"|"INS"|"0105"|"0020"|"20180101|"99991231"|"!"|"!"|"**"0020"**|"!"|"**"741852**  
P0105|**"24330"**|"SG"|"0"|"INS"|"0105"|"0030"|"20180101|"99991231"|"!"|"!"|"**"0030"**|"!"|"**"ImFlash2@bkt.fun**  
P0105|**"24330"**|"SG"|"0"|"INS"|"0105"|"CELL"|"20180101|"99991231"|"!"|"!"|"**"CELL"**|"!"|"**"1234567890**  
P0182|**"24330"**|"SG"|"0"|"INS"|"0182"|"3"|"20180101|"99991231"|"!"|"!"|"**"3"**|"!"|"**"测试**

 If the constant DEFWAERS\_KOSTL is maintained with a blank value, then the CCRMD record is created without currency in the G2 file. This will cause an error while loading such a G2 file. Hence if you are using this constant to default currency for cost center then enter expected value else do not maintain this constant at all.

## Cost Center and Payroll Control Record

Keeping in mind that GlobalView is built on the SAP engine, keep the standard SAP behavior in mind regarding the payroll control record locking mechanism. GlobalView (SAP) does not allow the creation of any past or present dated master data records during the payroll control record **released/locked** state. When the G2 load process encounters a payroll control record in a locked/released state the process ends with an error written to the G2 log. Therefore, create the Cost Center master data in GlobalView only when the payroll control record is not in a locked state. The [Payroll Control Area](#) section shows how to check this status.

## International Assignments

---

International Assignments can be split into two types:

- Permanent Transfers or country transfer is defining the business scenario where the employee is terminated in the home country and newly hired in the host country. This scenario is fully automated in PECI.
- Control “TRFTERMREASON” can be used to define the termination reason for International Assignment and In-country transfers since Workday does not provide separate reason transfer under staffing event PCO. Refer section controls for more details.
- Temporary transfers or international assignments are the business scenarios where the employee is remaining active in the home country and is newly hired in the host country (shadow payroll). This scenario is only partially automated in PECI.

Workday has 2 known limitations for what International assignment is concerned:

1. Workday currently does not support the possibility of storing different information for the primary and secondary position (home and host country) in the Personal section (names, addresses, national id, and disability). In order to be able to correctly execute payroll, produce payslip and create legal report GlobalView needs correct names (IT2), address (IT6) and disability (IT4) associated to the employee in home and host country
2. Workday currently does not support the possibility of storing different information for the primary and secondary position (home and host country) in the Payment Election section (bank detail). In order to be able to correctly pay the employee in some country, we must have a bank in that country so GlobalView needs to separate bank detail for home and host country

Until Workday is not able to support the 2 gaps described above International Assignment scenarios are only partially covered by PECI

### Primary and secondary position

In the permanent transfers or country transfer scenario an employee's home country position is closed in Workday and the employee is transferred to a position in the host country. All associated data, such as the employee's address, bank details, etc. should be changed to reflect the local data requirements in the host country.

In the temporary transfers or international assignment scenario, the employee is associated with a primary and a secondary position.

Record associated with the second position will be excluded from PECI and it will need to be managed directly in GlobalView (no data will be exchanged between Workday and GlobalView)

Record associated with the primary position will be included in PECI and any change will be transmitted from Workday to GlobalView. Employee information associated with the primary position must be aligned with PY requirements

***Note: ‘Return only primary position’ flag must be set to ‘YES’ for all countries in scope in the ADP certified connectors***

### **Type of Transfer**

To ensure that GlobalView is able to determine the type of transfer that has taken place, a new field has been created called: Type of Transfer.

Custom field ‘Type of transfer’ should be created with values:

- NA (“not applicable” meaning this is not a traditional transfer)
- Permanent IA
- Temporary IA

**Transfer Type NA:** When Transfer NA is selected, GlobalView expects PECI to send both the PCO and PCI events for the employee. Below is an example of the transfer type NA.

```
<ptdf:Type_Of_Transfer xmlns:ptdf="urn:com.Workday/peci/tdf">NA</ptdf:Type_Of_Transfer>
```

## **International Transfers**

---

**Transfer Type Permanent Transfer IA:** Users should select the value ‘Permanent IA’ when an employee is to be terminated in GlobalView on the home country record and hired on a new host country record, and all data changes should continue to be sent from Workday to GlobalView on the host country record. Users should clear the Type of Transfer field once the employee has been hired into the host country and should re-create it when the employee is repatriated.

**Transfer Type Temporary Transfer IA:** Users should select the value ‘Temporary IA’ when an employee is to be excluded from further outbound data exchange with Workday. Once the employee is repatriated, the Type of Transfer field may be cleared, and data will again be sent to GlobalView.

Users should select the value ‘Permanent IA’ when an employee is to be terminated in GlobalView on the home country record and hired on a new host country record, and all data changes should continue to be sent from Workday to GlobalView on the host country record. Users should clear the Type of Transfer field once the employee has been hired into the host country and should re-create it when the employee is repatriated.

Transfer Type Temporary Transfer IA: Users should select the value ‘Temporary IA’ when an employee is to be excluded from further outbound data exchange with Workday. Once the employee is repatriated, the Type of Transfer field may be cleared, and data will again be sent to GlobalView.

The user should ensure that all the data required for the host/home country during an international transfer is maintained correctly. For example, the cost allocation as required by the host country should be maintained with the start of the international assignment date in that country. Since there is no validation in Workday to ensure that cost allocation is mandatorily maintained during international transfer, if the dates are incorrect this will create an error in GlobalView and the user is expected to re-process by correcting the master data in Workday.

The PECI files that are interfaced with GlobalView will contain PCO and PCI events along with the transfer status.

- PCO+ Permanent transfer will terminate the employee in the home country. Some of the data that is included in the PECI file may not be relevant during the termination and will be ignored by Talend and therefore not be loaded in GlobalView.
- PCI + Permanent transfer will hire an employee in the host country and all the relevant information from PECI will be loaded.

**Note:** There is no specific configuration required for international transfers in GlobalView because PCO+ permanent transfer will always be considered as Termination in the home country and PCI+ permanent transfer will always be considered as a new hire in the host country.

---

## In-Country Transfers

---

The transfer of employees between company codes (legal entities) will result in Workday staffing events Pay Company Out/ Pay Company In (PCO / PCI) in the PECI interface file. These events will be managed in GlobalView based on a combination of the country's legal requirements and the client's preferences. The entity transfer/ company code transfers within the same country can be managed in GlobalView as follows:

### 1. Simple organization transfers maintaining the same Personnel record in GlobalView.

The staffing event PCI alone will be considered as the organisational transfer; having the configuration detailed below ensures the incoming PECI's PCO section is ignored. No manual activities are expected in the GlobalView system and no modifications are expected to the transfer business process in Workday. The ZCON configuration settings required for simple organizational transfers are:

- Derived\_Event\_Code {Effective\_Change}
  - PCI with Target Value 02
  - no row for PCO
- TERMHIRE Switch should be OFF

**Display View "Value Mapping Transformation": Overview**

| Seq. Nr. | Condition Code | Source Value | Target Value |
|----------|----------------|--------------|--------------|
| 0001     |                | PCI          | 02           |
| 0002     |                | TERM         | 10           |
| 0003     |                | HIR          | 01           |
| 0004     |                | HIR-R        | 70           |
| 0005     |                | TERM-C       | 10           |
| 0006     |                | PGI          | 02           |
| 0020     |                | TERM-R       | 02           |
| 0021     |                | LOA          | 03           |
| 0022     |                | LOA-R        | 02           |
| 0023     |                | LOA-C        | 03           |
| 0024     |                | RFL          | 04           |
| 0026     |                | RFL-R        | 04           |
| 0027     |                | CONT-LOA     | 03           |

**Change View "Switches": Overview**

| Switch Name          | Switch Value    |
|----------------------|-----------------|
| DROP_TERMCHANGE      | OFF             |
| ESSU                 | WORKDAY_ACCOUNT |
| G2_AUTODEL           | ON              |
| GLOBALID             | P0709           |
| LOARFL               | 2001            |
| LOARFL_DATA          | ALL             |
| NONPRORATA_COMP      | OFF             |
| PECI_HRMD            | ON              |
| POSITION             | POSITION_ID     |
| TERMHIRE             | OFF             |
| TERMRATION_CHANGE    | ON              |
| TERM_ACTION_OVERRIDE | ON              |

## 2. Termination in one legal entity and re-hire in another legal entity whilst re-using the existing Personnel Number and Global ID.

The staffing event PCO is the termination and the staffing event PCI is the re-hire. No manual activities are expected in the GlobalView system and no modifications are expected to the transfer business process in Workday. The ZCON configuration settings required for Term/Rehire/Maintain ID organizational transfers are:

- Derived\_Event\_Code {Effective\_Change}

- PCI with Target Value 01 (Hire)
- PCO with Target Value 10 (Term)
- TERMHIRE Switch should be OFF

**Display View "Value Mapping Transformation": Overview**

| Seq. Nr | Condition Code | Source Value | Target Value |
|---------|----------------|--------------|--------------|
| 0001    |                | TERM-R       | 02           |
| 0002    |                | TERM         | 10           |
| 0003    |                | HIR          | 01           |
| 0004    |                | HIR-R        | 70           |
| 0005    |                | TERM-C       | 10           |
| 0006    |                | PGI          | 02           |
| 0008    |                | PCI          | 01           |
| 0009    |                | PCO          | 10           |

**Change View "Switches": Overview**

| Switch Name          | Switch Value    |
|----------------------|-----------------|
| DROP_TERMCHANGE      | OFF             |
| ESSU                 | WORKDAY_ACCOUNT |
| G2_AUTODEL           | ON              |
| GLOBALID             | P0709           |
| LOARFL               | 2001            |
| LOARFL_DATA          | ALL             |
| NONPRORATACOMP       | OFF             |
| PECL_HRMD            | ON              |
| POSITION             | POSITION_ID     |
| TERMHIRE             | OFF             |
| TERMREASON_CHANGE    | ON              |
| TERM_ACTION_OVERRIDE | ON              |

### 3. Termination in one legal entity and New Hire in another legal entity with a *different* GlobalView Personnel Number resulting in two Personnel Numbers sharing a common Global ID.

The staffing event PCO terminates the employee and the staffing event PCI adds them as a new hire. After terminating the employee, the Global ID is temporarily modified to allow the GlobalView system to create a new Personnel Number during the hiring event, after which the Global ID returns to its original value under which the two Personnel Numbers are now

linked. The latter may not be required in all countries and further information should be provided by the GlobalView implementation consultant. No manual activities are expected in the GlobalView system and no modifications are expected to the transfer business process in Workday. The ZCON configuration settings required for Term/Rehire/New ID organizational transfers is the same as Term/Rehire/Maintain ID organizational transfers with the exception of the TERMHIRE switch:

- • Derived\_Event\_Code {Effective\_Change}
  - PCI with Target Value 01 (Hire)
  - PCO with Target Value 10 (Term)
- TERMHIRE Switch should be **ON**

| Switch Name          | Switch Value    |
|----------------------|-----------------|
| DROP_TERMCHANGE      | OFF             |
| ESSU                 | WORKDAY_ACCOUNT |
| G2_AUTODEL           | ON              |
| GLOBALID             | P0709           |
| LOARFL               | 2001            |
| LOARFL_DATA          | ALL             |
| NONPRORATA_COMP      | OFF             |
| PECI_HRMD            | ON              |
| POSITION             | POSITION_ID     |
| TERMHIRE             | ON              |
| TERMREASON_CHANGE    | ON              |
| TERM_ACTION_OVERRIDE | ON              |

The G2 file for Infotype PA0709 is tweaked by middleware to handle this scenario, where Global ID is permanently changed. The G2 file would look as follows:

### **PCO-> Termination record in current entity**

The termination G2 file would look have IT709 record with Global ID suffixed with “#”

```
1 HEADR | "GVXADP" | "GVADP Support team" | "99-9999-9999" | "gvxadp@adp.com" | "WDI_TD3002_2"
2 P0000 | "21641" | "BR" | "0" | "INS" | "0000" | " | "20150701" | "99991231" | " | " | "10" | "=2" | "3" | "
3 P0008 | "21641" | "BR" | "0" | "INS" | "0008" | "0" | "20150630" | "99991231" | " | " | "01" | "SP" | "FAIXA_01"
4 P0027 | "21641" | "BR" | "0" | "INS" | "0027" | " | "20150501" | "99991231" | " | " | "01" | " | " | " | " | "A
5 P0709 | "21641" | "BR" | "0" | "INS" | "0709" | " | "18000101" | "99991231" | " | " | "21641#
```

If the employee has already been transferred using this process, changing the IT0709 record will cause an error, as the ID with the suffixed #, is already in use. To mitigate this, G2 checks for the existence of the ID before updating it and adds a unique suffix to be able to load the record as follows:

| Transfer Occurrence | Suffix appended          | Symbol           |
|---------------------|--------------------------|------------------|
| First transfer      | Global Id + <b>#</b>     | Hashtag          |
| Second transfer     | Global Id + <b>!</b>     | Exclamation mark |
| Third Transfer      | Global Id + <b>@</b>     | At sign          |
| Fourth Transfer     | Global Id + <b>\$</b>    | Dollar sign      |
| Fifth Transfer      | Global Id + <b>%</b>     | Percent sign     |
| Sixth Transfer      | Global Id + <b>^</b>     | Carrot           |
| Seventh Transfer    | Global Id + <b>&amp;</b> | Ampersand        |
| Eighth Transfer     | Global Id + <b>*</b>     | Asterisk         |
| Ninth Transfer      | Global Id + <b>~</b>     | Tilde            |

## PCI-> New hire record for the transferred entity

In the new hire, G2 file the Global ID is prefixed with “#” to allow new hire in GlobalView

```
P0000| "#21641| "BR| "0| "INS| "0000| " | "20150701| "99991231| " | " | "01| "=2| " | "3| " | "X  
P0001| "#21641| "BR| "0| "INS| "0001| " | "20150701| "99991231| " | " | "3702| "<201| "1| "<S| " | "2002| "<M| "ADP-3702-2  
P0002| "#21641| "BR| "0| "INS| "0002| " | "19890501| "99991231| " | " | "Family Name| " | "PCIPCO2| "PCIPCO2 Family Name  
P0004| "#21641| "BR| "0| "INS| "0004| " | "20150806| "99991231| " | " | "37| " | " | " | " | " | " | " | " | " | " | "  
P0006| "#21641| "BR| "0| "INS| "0006| "1| "20150501| "99991231| " | " | "1| " | "Street Name| "House Number| " | " | "São Pa  
P0006| "#21641| "BR| "0| "INS| "0006| "2| "20000101| "99991231| " | " | "2| " | "Avenida Francisco Matarazzo| " | " | "Sã  
P0007| "#21641| "BR| "0| "INS| "0007| " | "20150701| "99991231| " | " | "D540000| " | "100| " | " | " | " | " | " | " | " | "  
P0008| "#21641| "BR| "0| "INS| "0008| "0| "20150701| "99991231| " | " | "01| "SP| "FAIXA_01| "01| "BRL| " | " | " | "100| "  
P0009| "#21641| "BR| "0| "INS| "0009| "0| "20150701| "99991231| " | " | "0| " | " | "BR| "341| "12340| "U| " | "BRL| "0| "0| "  
P0014| "#21641| "BR| "0| "INS| "0014| "3050| "20150701| "99991231| " | " | "3050| "600| "BRL| " | " | " | " | "  
P0027| "#21641| "BR| "0| "INS| "0027| " | "20150501| "99991231| " | " | "01| " | "ADP-3700-1| "50| " | " | "ADP-3700-3| "50|  
P0033| "#21641| "BR| "0| "INS| "0033| "9=JC| "20150701| "99991231| " | " | "0001| " | " | " | " | " | " | " | " | " | " | "  
P0041| "#21641| "BR| "0| "INS| "0041| " | "20150701| "99991231| " | " | "01| "20150501| "02| "20150501| "40| "20150501| "5  
P0105| "#21641| "BR| "0| "INS| "0105| "0010| "20150701| "99991231| " | " | "0010| " | "PCIPCO2@test.com  
P0465| "#21641| "BR| "0| "INS| "0465| "0002| "20150701| "99991231| " | " | "0002| " | " | "123457| " | " | " | " | " | "  
P0625| "#21641| "BR| "0| "INS| "0625| " | "19890501| "99991231| " | " | "4| " | "  
P0695| "#21641| "BR| "0| "INS| "0695| " | "20150701| "99991231| " | " | "  
P0734| "#21641| "BR| "0| "INS| "0734| "0| "20150701| "99991231| " | " | "
```

## Supplementary G2 file to correct the global ID for the new hire in the transferred entity

The screenshot shows the Windows taskbar with two open application windows. The left window is titled 'D3002\_20150806021619\_BRWDAY\_HRMD64\_DUT8G2I.SAP' and contains the following text:

```
HEADR| "GVXADP| " | "GVADP Support team| "99-9999-9999| "gvxadp@adp.com| "WDI  
P0709| "#21641| "BR| "0| "INS| "0709| " | "18000101| "99991231| " | " | " | "21641  
TRAIL| "3
```

The right window is titled 'TD3002\_20150806021619\_BRWDAY\_HRMD99\_D'.

## Block HIRE /TERM corrections or Rescinds creating additional actions

NOTE: Workday is investigating an issue with future terminations.

In countries like Brazil and UK, it is neither advised to manage HIRE/TERM corrections/rescinds by creating additional actions in IT0000 nor through special actions like 70,71 & 72, therefore, provide flexibility to customers to block such transactions in Talend so that customers can manage them through SSL or manually. The cross-client configuration switches DROP\_HIREDATECHANGE and DROP\_TERMDATECHANGE control blocking of HIRE /TERM corrections or Rescinds. Switch activation results in the dropping of records, generating a log error message requiring the employee record to be corrected manually or through SSL.

Example Message -

WDTJE|"EN||"|"CA|"PAY\_GROUP\_CA\_KB\_0700|"700052|"Worker\_Status|"Hire\_Date|"I|"ZXADP\_M99\_CONMSG|"019||"hire||"||"

Expected Behaviour: All infotype records associated with the HIR-R or HIR-R + HIR or TERM-C or TERM-R or TERM-R + TERM are dropped.

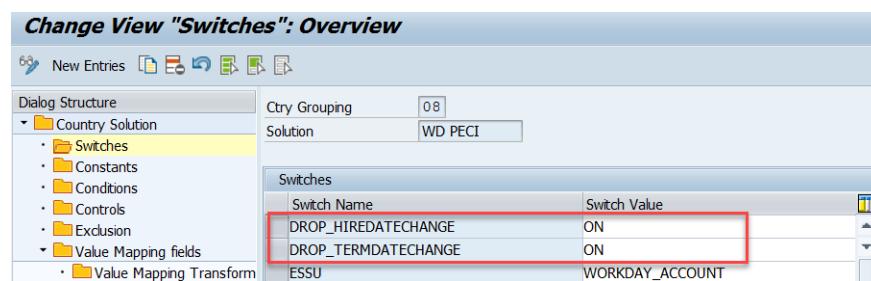
Type of Message: Information

### Switch Activation: DROP\_HIREDATECHANGE and DROP\_TERMDATECHANGE

From the ZCON area menu:

Inbound->Configuration File Setup (TCode: ZADP\_M99\_CON\_CLTCFG)

Choose the country, then select **Switches**. Next, select the respective switch to create a new entry by selecting the switch value from the dropdown. A sample is displayed below.



| Switch NAME         | Value | Transformation Logic                                                                                                                                                                                                                                                        |
|---------------------|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| DROP_HIREDATECHANGE | ON    | <p>All records associated with these staffing events are dropped and an error is written to the G2 log file.</p> <ul style="list-style-type: none"> <li>• HIR-R</li> <li>• HIR-R and HIR</li> <li>• HIR-R or TERM</li> <li>• TERM &amp; HIR</li> </ul>                      |
| DROP_HIREDATECHANGE | ALL   | <p>All records associated with these staffing events are dropped and an error is written to the G2 log file.</p> <ul style="list-style-type: none"> <li>• HIR-R</li> <li>• HIR-R and HIR</li> <li>• HIR-R or TERM</li> <li>• TERM &amp; HIR</li> <li>• Block HIR</li> </ul> |
| DROP_TERMDATECHANGE | ON    | <p>All records associated with these staffing events are dropped and an error is written to the G2 log file.</p> <ul style="list-style-type: none"> <li>• TERM-R</li> <li>• TERM-R &amp; TERM</li> </ul>                                                                    |
| DROP_TERMDATECHANGE | ALL   | <p>All records associated with these staffing events are dropped and an error is written to the G2 log file.</p> <ul style="list-style-type: none"> <li>• TERM-R</li> <li>• TERM-R &amp; TERM</li> <li>• TERM-C</li> </ul>                                                  |

## Non-supported Scenarios: **DROP\_HIREDATECHANGE** and **DROP\_TERMDATECHANGE**

List of scenarios that are no longer supported if the clients activate switch:

### **DROP\_HIREDATECHANGE**

- Non-supported scenarios when the value is either “ALL” or “ON”:
  - Hire → extract → rescind the hire → extract: Block HIR-R
  - Hire → extract → change hire date to a later date → extract: Block HIR-R and HIR
  - Rehire → extract → rescind the rehire → extract: Block HIR-R or TERM
  - Rehire → extract → change rehire date to a later date → extract: Block TERM & HIR
- Additional non-supported scenario when the value is “ALL”:  
Hire → extract → change hire date to past → extract: Block HIR

### **DROP\_TERMDATECHANGE**

- Non-supported scenarios when the value is
  - Termination → extract → rescind the termination → extract: Block TERM-R
  - Termination → extract → Change the termination date to a later date → extract: Block TERM-R & TERM
- Additional non-supported scenario when the value is “ALL”:  
Termination → extract → Change the termination date to past → extract: Block TERM-C

See Also, [Out of Scope Features](#) section for Brazil's limitations.

## Termination Reason Change

There are instances where termination reason gets changed after the actual termination gets interfaced with GlobalView. The PECL do not report staffing event for data field changes. The event reported is DTA and the status of the employee is ‘Terminated’ in the PECL. Since the termination reason drives some of the payroll aspects, it is expected to collect IT000 under these circumstances.

For the client who wishes IT0000 to be collected for termination reason change, set the ‘TERMREASON\_CHANGE’ switch (Refer Switches section) to ‘ON’.

### Example

```
<ped:Effective_Change ped:Sequence="0">
<ped:Derived_Event_Code>DTA</ped:Derived_Event_Code>
<ped:Effective_Moment>20161228T00:00:00</ped:Effective_Moment>
<ped:Entry_Moment>20161226T06:41:47</ped:Entry_Moment>
<ped:Worker_Status ped:Updated="1">
  <ped>Status>Terminated</ped>Status>
  <ped:Active>0</ped:Active>
  <ped:Active_Status_Date>20161228</ped:Active_Status_Date>
  <ped:Terminated>1</ped:Terminated>
  <ped:Termination_Date>20161227</ped:Termination_Date>
  <ped:Hire_Date>20160101</ped:Hire_Date>
  <ped:Original_Hire_Date>20160101</ped:Original_Hire_Date>
  <ped:Continuous_Service_Date>20160101</ped:Continuous_Service_Date>
  <ped:First_Day_of_Work>20160101</ped:First_Day_of_Work>
  <ped:Seniority_Date>20160101</ped:Seniority_Date>
  <ped:Pay_Through_Date>20161227</ped:Pay_Through_Date>
  <ped:Primary_Termination_Reason ped:priorValue="Terminate_Employee_Voluntary_Commute">Terminate_Employee_Voluntary_DissatisfiedJob</ped:Primary_Termination_Reason>
  <ped:Termination_Last_Day_of_Work>20161227</ped:Termination_Last_Day_of_Work>
</ped:Worker_Status>
```

## Rehire with new PERNR

See Also, [Out of Scope Features](#) section for Brazil's limitations.

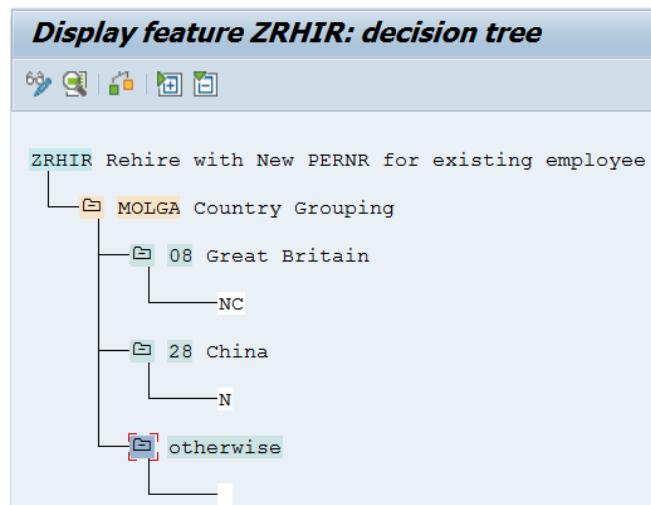
According to the existing functionality, if an employee is rehired the same personnel number and Global ID is used. However, some clients require that rehires be performed as hires and new Personnel Number should be assigned to such rehires. This business requirement is supported through a new Feature ZRHIR in GlobalView. The following table describes the system behavior based on the relevant factors and feature return value.

| Scenario                        | Feature return value | Global ID | Personnel Number usage                       |
|---------------------------------|----------------------|-----------|----------------------------------------------|
| Rehire – in a different Company | N                    | No Change | New PERNR is assigned to the rehire position |
|                                 | NC                   | No Change | New PERNR is assigned to the rehire position |

| Scenario                          | Feature return value | Global ID | Personnel Number usage                       |
|-----------------------------------|----------------------|-----------|----------------------------------------------|
|                                   | Blank                | No Change | Existing PERNR in the system is used         |
| Rehire<br>—in the same<br>Company | N                    | No Change | New PERNR is assigned to the rehire position |
|                                   | NC                   | No Change | Existing PERNR in the system is used         |
|                                   | Blank                | No Change | Existing PERNR in the system is used         |

Transaction code to set up features: PE03.

An example of the setting is shown below,



## Leave of Absences (LOA) / Return from Leave (RFL)

Workday classifies Absence Management as Leave of Absence (LOA) and Time off. LOA are leave types that are generally entered by the HR administrators and may require approvals contingent on supporting documentation.

Examples of some common leave requests:

- Extended Personal Leave
- Maternity Leave
- Parental Leave
- Bereavement Leave
- Education Leave
- Short/Long Term Disability
- Military Service
- Paternity Leave
- Adoption Leave
- Sabbatical Leave
- Workers Compensation
- Force Majeure

While GlobalView is the payroll system of record (SOR) Workday is the SOR for Absence Management with the exception of those countries where legislative compliance requires quota entitlements be maintained in payroll. The ADP implementation team can confirm where quotas must be managed: Workday vs. GlobalView. Absence Quotas are not currently included in PECI.

### Out of Scope

Only those absences having an impact on the payroll are to be updated in GlobalView and must be accompanied by the PECI ‘Payroll\_Effect’ tag. Clients wishing to store other Leaves of Absence records in GlobalView must be updated via custom G2 or SSL.

Additionally, the following conditions are not supported by the LOA/RFL solution at this time:

- Infotype IT2010
- Continuous LOA's and Leave type changes.
- The country-specific flavor of IT2001, such as when IT2001 is generated via a country-specific Infotype, such as IT0080.



GlobalView does not support LOA in most countries and clients should therefore either switch off the LOA section in these countries completely or simply not configure any LOAs as having a payroll impact in those countries.

## Limitations

- Absence types without a Payroll Impact:
- Absences requiring both a start and end dates must be updated with both dates when input in Workday and prior to extraction via PECI.
- Use Infotype Exclusion to suppress any undesired Infotype 2001 records.

## Configuration for LOA and RFL



Consultants should ensure absences configuration between the Workday and the GlobalView systems are aligned. This may require changing the absence configuration in either Workday or GlobalView for successful integration.

To achieve the desired outcomes, collaborate with both the Client and the Workday Implementation Partner ensuring a common approach for handling absences in each system, as well as within integration.

Workday must store the working patterns (work schedule rules) configured in GlobalView as is so PECI can send them to generate Infotype 0007.

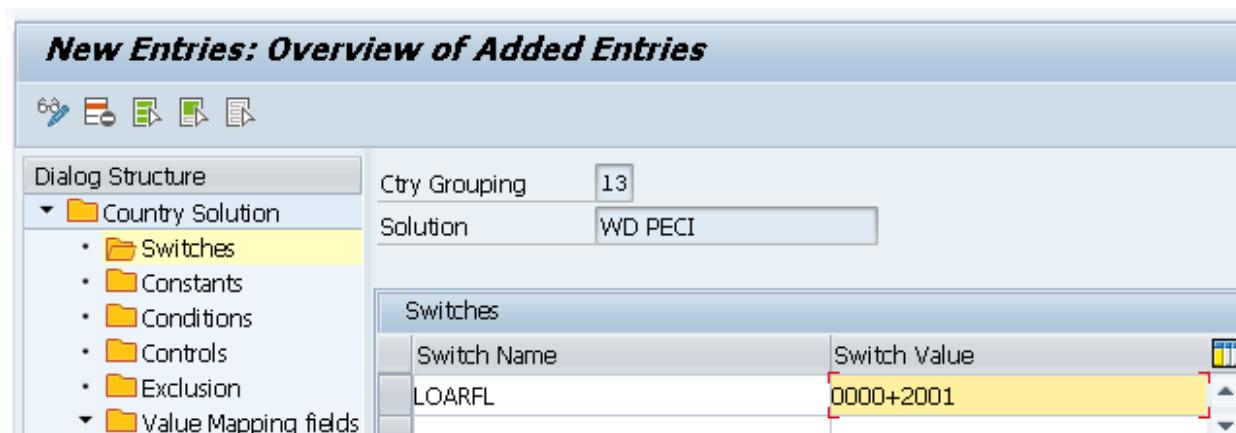
The GlobalView process for managing LOA varies from country to country. For example, in countries US and Canada, LOA is represented as an action type/reason (IT0000) whereas in other countries such as the UK LOA is captured in IT2001. In the case of countries like France, both IT0000 and IT2001 records are required to process LOA.

These variations are handled through different configuration values of the 'LOARFL' Switch set at a country group level. Also, per default configuration, all other data changes are suppressed with an LOA/RFL event by Talend. If that behavior is not desired for the client, data can be allowed to be processed using the switch LOARFL\_DATA. The below section explains the configuration steps to be followed

### ***Configuration Step 1: the LOARFL Switch***

ZCON->Inbound->Configuration File Setup (Tcode: ZADP\_M99\_CON\_CLTCFG)

For relevant country solutions, select **Switches** and create a new entry for the switch LOARFL. Switch Value can be selected based on client requirements. A sample is displayed below.



The value of this switch decides the generation of Infotype 0000 and/or 2001 records.

| <b>LOARFL Switch Value</b> | <b>Solution behavior</b>                                |
|----------------------------|---------------------------------------------------------|
| Blank Value                | IT000 or IT2001 records are not generated in GlobalView |
| 0000                       | Generates Infotype 0000                                 |
| 2001                       | Generates Infotype 2001                                 |
| 0000+2001                  | Generates both Infotype 0000 and 2001 records           |

As per default configuration, all other data changes are suppressed with an LOA/RFL event by Talend. If that behavior is not desired for the client, data can be allowed to be processed using the switch LOARFL\_DATA.

#### ***Configuration Step 2: The LOARFL\_DATA Switch***

ZCON->Inbound->Configuration File Setup (Tcode: ZADP\_M99\_CON\_CLTCFG)

For relevant country solution, select **Switches** and create a new entry for the switch LOARFL\_DATA. Sample displayed below

**New Entries: Overview of Added Entries**

The value of this switch decides which data will be processed by Talend:

| LOARFL_DATA<br>Switch Value | Solution behavior                                                                                                                        |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| Blank Value                 | Suppresses all data changes when an employee is on LOA                                                                                   |
| ALL                         | All data changes are processed                                                                                                           |
| MD                          | Talend processes all master data related changes but suppresses pay data (infotypes 0007 0008, 0014, 0015 and workers comp data).        |
| PAY                         | Talend processes all pay data related changes (infotypes 0007 0008, 0014, 0015 and workers comp data), but suppresses other master data. |



If the switch LOARFL is set to 2001 or not used at all (prev. connector versions), infotype 0001 is considered master data and should not be suppressed. If the switch is set to 0000 or 0000+2001, infotype 0001 is generated by G2 and must be suppressed in Talend.

Both LOARFL related switches can be used independent of each other – Master data changes may be processed (LOARFL\_DATA = ALL) while the LOA/RFL staffing event and PECI section itself are ignored (LOARFL = <blank>).

Configuration for the below fields is required for appropriate mapping of Absence types and Absence reasons to correct Infotypes.

### **Configuration Step 3**

#### **Scenario 1 - In case of Countries, where switch LOARFL is set to 0000 (Infotype 0000 is generated)**

- i. Define conditions based on values for Workday field Leave\_of\_Absence\_Type.

To define **Conditions**: For relevant Country solution select Conditions from the dialog structure and create new entries for the conditions. While creating new entry select ‘ADP field name’ as Leave\_of\_Absence\_Type {Leave\_Of\_Absence}. A sample is displayed below.

| Display View "Conditions": Overview |                 |                                          |                   |          |         |
|-------------------------------------|-----------------|------------------------------------------|-------------------|----------|---------|
| Dialog Structure                    |                 | Ctry Grouping                            | 13                | Solution | WD PECI |
| <b>Conditions</b>                   |                 |                                          |                   |          |         |
| Seq. Nr                             | Condition Code  | ADP Field Name                           | Source Value      | Oper...  |         |
| 0031                                | C13_LOARFL_0000 | Leave_of_Absence_Type {Leave_Of_Absence} | AUS-PER-TYPE-1    | OR ▼     |         |
| 0032                                | C13_LOARFL_0000 | Leave_of_Absence_Type {Leave_Of_Absence} | AUS-PER-TYPE-2    | OR ▼     |         |
| 0033                                | C13_LOARFL_0000 | Leave_of_Absence_Type {Leave_Of_Absence} | AUS-PER-TYPE1-EE2 | OR ▼     |         |
| 0034                                | C13_LOARFL_0000 | Leave_of_Absence_Type {Leave_Of_Absence} | AUS-PER-TYPE2-EE2 | OR ▼     |         |

- ii. Configure Value mapping to map the correct Action type.

**Value mapping fields:** For relevant Country solution select Value Mapping fields from the dialog structure and check if fields **Leave\_Reason {Leave\_Of\_Absence}** and **Leave\_of\_Absence\_Type {Leave\_Of\_Absence}** are available in the list, if not add new entries as shown in the sample below.

|                                          |                |                                     |  |
|------------------------------------------|----------------|-------------------------------------|--|
| Ctry Grouping                            | 13             |                                     |  |
| Solution                                 | WD PECI        |                                     |  |
| <b>Value Mapping fields</b>              |                |                                     |  |
| ADP Field Name                           | G2 Record Type | As Is Map?                          |  |
| Leave_Reason {Leave_Of_Absence}          | P0000          | <input type="checkbox"/>            |  |
| Leave_of_Absence_Type {Leave_Of_Absence} | P0000          | <input checked="" type="checkbox"/> |  |

**Value mapping transformation:** Select field Leave\_Reason {Leave\_Of\_Absence} and double click on Value mapping transformation. Sample of what the mapping might look like can be found below

| Change View "Value Mapping Transformation": Overview                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                |                         |              |         |                |              |              |      |          |                        |  |      |         |                        |    |      |         |                         |    |      |          |                         |  |      |         |                         |    |      |          |                         |  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------------------------|--------------|---------|----------------|--------------|--------------|------|----------|------------------------|--|------|---------|------------------------|----|------|---------|-------------------------|----|------|----------|-------------------------|--|------|---------|-------------------------|----|------|----------|-------------------------|--|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                |                         |              |         |                |              |              |      |          |                        |  |      |         |                        |    |      |         |                         |    |      |          |                         |  |      |         |                         |    |      |          |                         |  |
| Dialog Structure      Ctry Grouping: 13<br>Solution: WD PECI      ADP Field Name: Leave_Reason {Leave_Of_Absence}                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                |                         |              |         |                |              |              |      |          |                        |  |      |         |                        |    |      |         |                         |    |      |          |                         |  |      |         |                         |    |      |          |                         |  |
| <b>Value Mapping Transformation</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                |                         |              |         |                |              |              |      |          |                        |  |      |         |                        |    |      |         |                         |    |      |          |                         |  |      |         |                         |    |      |          |                         |  |
| <table border="1"> <thead> <tr> <th>Seq. Nr</th><th>Condition Code</th><th>Source Value</th><th>Target Value</th></tr> </thead> <tbody> <tr> <td>0001</td><td>C13_LOAR</td><td>LEAVE_TYPE_REASON-6-99</td><td></td></tr> <tr> <td>0002</td><td>C13_LOA</td><td>LEAVE_TYPE_REASON-6-99</td><td>ZB</td></tr> <tr> <td>0003</td><td>C13_LOA</td><td>LEAVE_TYPE_REASON-6-100</td><td>ZB</td></tr> <tr> <td>0004</td><td>C13_LOAR</td><td>LEAVE_TYPE_REASON-6-100</td><td></td></tr> <tr> <td>0005</td><td>C13_LOA</td><td>LEAVE_TYPE_REASON-6-102</td><td>ZB</td></tr> <tr> <td>0006</td><td>C13_LOAR</td><td>LEAVE_TYPE_REASON-6-102</td><td></td></tr> </tbody> </table> |                |                         |              | Seq. Nr | Condition Code | Source Value | Target Value | 0001 | C13_LOAR | LEAVE_TYPE_REASON-6-99 |  | 0002 | C13_LOA | LEAVE_TYPE_REASON-6-99 | ZB | 0003 | C13_LOA | LEAVE_TYPE_REASON-6-100 | ZB | 0004 | C13_LOAR | LEAVE_TYPE_REASON-6-100 |  | 0005 | C13_LOA | LEAVE_TYPE_REASON-6-102 | ZB | 0006 | C13_LOAR | LEAVE_TYPE_REASON-6-102 |  |
| Seq. Nr                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Condition Code | Source Value            | Target Value |         |                |              |              |      |          |                        |  |      |         |                        |    |      |         |                         |    |      |          |                         |  |      |         |                         |    |      |          |                         |  |
| 0001                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | C13_LOAR       | LEAVE_TYPE_REASON-6-99  |              |         |                |              |              |      |          |                        |  |      |         |                        |    |      |         |                         |    |      |          |                         |  |      |         |                         |    |      |          |                         |  |
| 0002                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | C13_LOA        | LEAVE_TYPE_REASON-6-99  | ZB           |         |                |              |              |      |          |                        |  |      |         |                        |    |      |         |                         |    |      |          |                         |  |      |         |                         |    |      |          |                         |  |
| 0003                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | C13_LOA        | LEAVE_TYPE_REASON-6-100 | ZB           |         |                |              |              |      |          |                        |  |      |         |                        |    |      |         |                         |    |      |          |                         |  |      |         |                         |    |      |          |                         |  |
| 0004                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | C13_LOAR       | LEAVE_TYPE_REASON-6-100 |              |         |                |              |              |      |          |                        |  |      |         |                        |    |      |         |                         |    |      |          |                         |  |      |         |                         |    |      |          |                         |  |
| 0005                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | C13_LOA        | LEAVE_TYPE_REASON-6-102 | ZB           |         |                |              |              |      |          |                        |  |      |         |                        |    |      |         |                         |    |      |          |                         |  |      |         |                         |    |      |          |                         |  |
| 0006                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | C13_LOAR       | LEAVE_TYPE_REASON-6-102 |              |         |                |              |              |      |          |                        |  |      |         |                        |    |      |         |                         |    |      |          |                         |  |      |         |                         |    |      |          |                         |  |

Note: The value of Leave\_Reason will Also, be treated as Reason for Action in Infotype 0000.

## LOA and RFL Scenarios

### **Example 1: IT0000 - Employee goes on an LOA and has not yet returned**

Design:

| S.no | Type | Scenario                                         | Operation at section level ( Leave of Absence) |        |     | Status  |       |          |                      |                  |           |  |
|------|------|--------------------------------------------------|------------------------------------------------|--------|-----|---------|-------|----------|----------------------|------------------|-----------|--|
| 1    | LOA  | Employee goes on an LOA and has not yet returned | isAdded= 1 (LOA)                               |        |     | OnLeave |       |          |                      |                  |           |  |
| DTA  | LOA  | LOA-R                                            | LOA-C                                          | Status | RFL | RFL-R   | RFL-C | CONT-LOA | Supported for IT0000 | BEGDA            | ENDDA     |  |
|      | ✓    |                                                  |                                                | ✓      |     |         |       |          | Yes                  | Effective_Moment | High Date |  |

Sequence: Hire EE on 01.01.2017. Extract->

EE is on LOA-Type 1 reason-1 ELED-17.01.2017 from 10.07.2017, Change Cost center from 10.07.2017. Extract

PECI:

```

<ped:Pay_Period_Start>20170101</ped:Pay_Period_Start>
<ped:Pay_Period_End>20170131</ped:Pay_Period_End>
<ped:Updated_From>20170710T05:17:03</ped:Updated_From>
<ped:Updated_To>20170710T05:29:55</ped:Updated_To>
<ped:Effective_From>20170101</ped:Effective_From>
<ped:Effective_To>20170131</ped:Effective_To>
<ped:Change_Detection>Include only changes entered since the last successful run.</ped:Change_Detection>
<ped:First_Primary_Run_of_Pay_Period>0</ped:First_Primary_Run_of_Pay_Period>
<ped:Ad_Hoc_Run>0</ped:Ad_Hoc_Run>
<ped:Full_Snapshot>0</ped:Full_Snapshot>
<ped:Worker_Count>1</ped:Worker_Count>
<ped:Version>1</ped:Version>
</ped:Summary>
<ped:Worker>
  - <ped:Worker_Summary>
    <ped:WID>cc0a48cf955a01c2c822e7544225b407</ped:WID>
    <ped:Employee_ID>22851</ped:Employee_ID>
    <ped:Name>Miss AUTest01 EEO1</ped:Name>
  </ped:Worker_Summary>
  - <ped:Effective_Change pedi:Sequence="0">
    <ped:Derived_Event_Code>LOA</ped:Derived_Event_Code>
    <ped:Effective_Moment>20170110T00:00:00</ped:Effective_Moment>
    <ped:Entry_Moment>20170710T05:29:07</ped:Entry_Moment>
    - <ped:Worker_Status pedi:isUpdated="1">
      <ped:Status pedi:priorValue="Active">On Leave</ped:Status>
      <ped:Active>1</ped:Active>
      <ped:Active_Status_Date>20170101</ped:Active_Status_Date>
      <ped:Terminated>0</ped:Terminated>
      <ped:Hire_Date>20170101</ped:Hire_Date>
      <ped:Original_Hire_Date>20170101</ped:Original_Hire_Date>
      <ped:Hire_Reason>Hire_Employee_New_Hire_New_Position</ped:Hire_Reason>
      <ped:Is_Rehire>0</ped:Is_Rehire>
      <ped:Continuous_Service_Date>20170101</ped:Continuous_Service_Date>
      <ped:First_Day_of_Work>20170101</ped:First_Day_of_Work>
      <ped:Seniority_Date>20170101</ped:Seniority_Date>
      <ped:Company_Service_Date>20170101</ped:Company_Service_Date>
    </ped:Worker_Status>
    - <ped:Position pedi:isUpdated="1">
      <ped:Position_ID>P-02823</ped:Position_ID>
      <ped:Position_Time_Type>Full_time</ped:Position_Time_Type>
      <ped:Job_Profile>50010579</ped:Job_Profile>
      + <ped:Supervisor>
        - <ped:Organization pedi:isDeleted="1">
          <ped:Organization_Type>ORG_TYPE_COST_CENTER</ped:Organization_Type>
          <ped:Organization_Code>ADP1300001</ped:Organization_Code>
          <ped:Organization_Name>ADP1300001</ped:Organization_Name>
        </ped:Organization>
      - <ped:Organization pedi:isAdded="1">
        <ped:Organization_Type>ORG_TYPE_COST_CENTER</ped:Organization_Type>
        <ped:Organization_Code>ADP1300002</ped:Organization_Code>
        <ped:Organization_Name>ADP1300002</ped:Organization_Name>
      </ped:Organization>
      + <ped:Organization>
    </ped:Position>
  </ped:Effective_Change>
</ped:Worker>

```

```
<ptdf:Position_Name xmlns:ptdf="urn:com.workday/peci/tdf">Payroll Coordinator</ptdf:Position_N  
<ptdf:Job_Profile_Name xmlns:ptdf="urn:com.workday/peci/tdf">Payroll Coordinator</ptdf:Job_Pro  
<ptdf:Employee_Group xmlns:ptdf="urn:com.workday/peci/tdf">AU Employee Group 1</ptdf:Emplo  
<ptdf:Employee_Subgroup xmlns:ptdf="urn:com.workday/peci/tdf">QS</ptdf:Employee_Subgroup>  
<ptdf:Personnel_Area xmlns:ptdf="urn:com.workday/peci/tdf">Q000</ptdf:Personnel_Area>  
<ptdf:Personnel_SubArea xmlns:ptdf="urn:com.workday/peci/tdf">0001</ptdf:Personnel_SubArea>  
<ptdf:Business_Area xmlns:ptdf="urn:com.workday/peci/tdf">0001</ptdf:Business_Area>  
<ptdf:Work_Contract xmlns:ptdf="urn:com.workday/peci/tdf">Contract Type 1</ptdf:Work_Contrac  
<ptdf:Organizational_Key xmlns:ptdf="urn:com.workday/peci/tdf">0001</ptdf:Organizational_Key>  
<ptdf:Employment_Percentage xmlns:ptdf="urn:com.workday/peci/tdf">1</ptdf:Employment_Percent  
<ptdf:Weekly_Workdays xmlns:ptdf="urn:com.workday/peci/tdf">NA</ptdf:Weekly_Workdays>  
</peci:Position>  
<peci:Leave_of_Absence peci:isAdded="1">  
    <peci:Leave_Start_Date>20170110</peci:Leave_Start_Date>  
    <peci:Estimated_Leave_End_Date>20170117</peci:Estimated_Leave_End_Date>  
    <peci:Leave_of_Absence_Type>AUS-PER-TYPE-1</peci:Leave_of_Absence_Type>  
    <peci:Payroll_Effect>1</peci:Payroll_Effect>  
    <peci:Leave_Reason>LEAVE_TYPE_REASON-6-111</peci:Leave_Reason>  
</peci:Leave_of_Absence>  
+ <peci:Additional_Information>
```

G2:

**LOARFL DATA=Null (IT-0)**

P0000 | "22851" | "AU" | "INS" | "0000" | "20170110" | "99991231" | "||| | "03" | "Z8" | "|||"  
WDTJL | "EN" | "0001" | "PECI G2 DI ALL 20170719 01" | "||| | "Starting HEADER

*LOARFL DATA=PAY (IT-0, 7)*

P0000 | "22851" | "AU" | "0" | "INS" | "0000" | "20170110" | "99991231" | "|||" | "03" | "Z8" | "|||"  
P0007 | "22851" | "AU" | "0" | "INS" | "0007" | "20170110" | "99991231" | "|||" | "|||" | "100.00" | "  
WDIJL | "EN" | "0001" | "PECI G2 DI ALL 20170719 01" | "||| Starting HEADER

*LOARFL\_DATA=ALL (IT-0,1,7,CCRMD,HROBJ,WDTJE,*

HROBJ | "EN" | "O" | "ADP99999" | " | "18000101" | "99991231" | " | " | "Hero

HROBJ|"EN|"S|"P-02823|"/"18000101|"99991231|"/"/"/"Payroll Coordinator

P0000| "22851"|"AU"|"INS"|"00001"|"20170110"|"99991231"|"||"|"||"03"|"28"|"||"||"

F00071-22851-A0-01-INST-00071-20170111-99921311-100.001  
NOTE: THE DELETION OF THE COST CENTER HAS NOT BEEN PROCESSED

WD15E | "EN" | "AU" | "GPO-AU-MO" | "22851" | "DE" | "ZG2" | "1" | "The deletion  
WDT-II (EN) | 0001 | REGI\_G2\_DL\_ML\_20170710\_01 | null | Starting HEADER

WDI01|"EN|0001|"PEI\_G2\_D1\_ALL\_20170710\_01\_|"|"Starting HEADER

P0000 | "22851 | "AU | " | "INS | "0000 | " | "20170110 | "999991231 | " | " | " | " | "03 | "28 | " | " | "

GlobalView (ICARUS) DATA switch set to ALLY

## **GlobalView (LOARFL\_DATA switch set to ALL):**

#### **GlobalView (LOARFL DATA switch set to ALL):**

Before-

|  | Start Date | End Date   | Act. | Action Type | ActR | Reason for action | Cu... | E |
|--|------------|------------|------|-------------|------|-------------------|-------|---|
|  | 01.01.2017 | 31.12.9999 | 01   | Hiring      | 01   | Fill new Position | 3     |   |
|  |            |            |      |             |      |                   |       |   |

After-

|  | Start Date | End Date   | Act. | Action Type         | ActR | Reason for action      | Cu... | E |
|--|------------|------------|------|---------------------|------|------------------------|-------|---|
|  | 10.01.2017 | 31.12.9999 | 03   | Inactivate Employee | Z8   | Long-term unpaid leave | 1     |   |
|  | 01.01.2017 | 09.01.2017 | 01   | Hiring              | 01   | Fill new Position      | 3     |   |

The screenshot shows a Fiori application interface for managing personnel. At the top, it displays basic personnel information: Pers.No. (13901185), Pers.Assgn (13901185 Australia (13) CCode 1 A...), Name (EE01 AUtest01), EE group (1), Perm. / Active - FT, Status (Inactive), and Chng (19.07.2017) with ID GVEA1578.

**Personnel action:** Action Type (03 Inactivate Employee) and Reason for Action (Z8 Long-term unpaid leave).

**Status:** Employment (1 Inactive) and Special payment (1 Standard wage type).

**Organizational assignment:** Personnel area (Q000 AU PersArea 1 - NSW), Employee group (1 Perm. / Active - FT), and Employee subgroup (QS Salaried amt (Mthly)).

**Additional actions:** A table showing the history of the inactivation action: Start Date (10.01.2017), Act. (03), Action Type (Inactivate Employee), ActR (Z8), and Reason for action (Long-term unpaid leave).

**Scenario 1 - In the case of countries, where IT2001 is generated meaning if the switch LOARFL is set to 2001**

Configure Value mapping for Leave\_of\_Absence\_Type to the Absence Type field in GLOBALVIEW.

**Value mapping fields:** For relevant Country solution select Value Mapping fields from the dialog structure and check if fields Leave\_Reason {Leave\_Of\_Absence} and Leave\_of\_Absence\_Type {Leave\_Of\_Absence} are available in the list, if not add new entries as shown in the sample below.

The dialog shows the 'Value Mapping fields' section. It includes a tree view of 'Dialog Structure' with 'Country Solution' selected, and a table for 'Value Mapping fields'.

**Dialog Structure:** Shows 'Country Solution' expanded, with 'Value Mapping fields' selected.

**Value Mapping fields:**

| ADP Field Name                           | G2 Record Type | As Is Map?                          |
|------------------------------------------|----------------|-------------------------------------|
| Leave_Reason {Leave_Of_Absence}          | P0000          | <input type="checkbox"/>            |
| Leave_of_Absence_Type {Leave_Of_Absence} | P2001          | <input checked="" type="checkbox"/> |
| Local Termination Reason /Worker_Status  | PNNNN          | <input type="checkbox"/>            |

**Value mapping transformation:** Select field Leave\_of\_Absence\_Type {Leave\_Of\_Absence} and double click on Value mapping transformation. Sample of what the mapping might look like can be found below

**Change View "Value Mapping Transformation": Overview**

New Entries   

| <b>Dialog Structure</b> <ul style="list-style-type: none"> <li>•  Country Solution</li> <li>•  Switches</li> <li>•  Constants</li> <li>•  Conditions</li> <li>•  Controls</li> <li>•  Exclusion</li> <li>•  Value Mapping fields           <ul style="list-style-type: none"> <li>*  Value Mapping Transformation</li> </ul> </li> </ul> | <p>Ctry Grouping: 13</p> <p>Solution: WD PECI</p> <p>ADP Field Name: Leave_of_Absence_Type {Leave_Of_Absence}</p> <table border="1" style="margin-top: 10px;"> <thead> <tr> <th colspan="4">Value Mapping Transformation</th> </tr> <tr> <th>Seq. Nr</th> <th>Condition Code</th> <th>Source Value</th> <th>Target Value</th> </tr> </thead> <tbody> <tr> <td>0001</td> <td></td> <td>AU-LEAVE-TEST 1</td> <td>3000</td> </tr> <tr> <td>0002</td> <td></td> <td>AU-LEAVE-TEST 2</td> <td>3004</td> </tr> <tr style="background-color: #ffffcc;"> <td>0003</td> <td></td> <td>AU-LEAVE-TEST 3</td> <td>3302</td> </tr> </tbody> </table> | Value Mapping Transformation |              |  |  | Seq. Nr | Condition Code | Source Value | Target Value | 0001 |  | AU-LEAVE-TEST 1 | 3000 | 0002 |  | AU-LEAVE-TEST 2 | 3004 | 0003 |  | AU-LEAVE-TEST 3 | 3302 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|--------------|--|--|---------|----------------|--------------|--------------|------|--|-----------------|------|------|--|-----------------|------|------|--|-----------------|------|
| Value Mapping Transformation                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                              |              |  |  |         |                |              |              |      |  |                 |      |      |  |                 |      |      |  |                 |      |
| Seq. Nr                                                                                                                                                                                                                                                                                                                                  | Condition Code                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Source Value                 | Target Value |  |  |         |                |              |              |      |  |                 |      |      |  |                 |      |      |  |                 |      |
| 0001                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | AU-LEAVE-TEST 1              | 3000         |  |  |         |                |              |              |      |  |                 |      |      |  |                 |      |      |  |                 |      |
| 0002                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | AU-LEAVE-TEST 2              | 3004         |  |  |         |                |              |              |      |  |                 |      |      |  |                 |      |      |  |                 |      |
| 0003                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | AU-LEAVE-TEST 3              | 3302         |  |  |         |                |              |              |      |  |                 |      |      |  |                 |      |      |  |                 |      |

**Example 2: IT2001 - Employee goes on an LOA and has not yet returned.**

**Design:**

| S.no | Type | Scenario                                         | Operation at section level ( Leave of Absence) | G2 operation | Status  |       |       |      |                |                       |           |       |
|------|------|--------------------------------------------------|------------------------------------------------|--------------|---------|-------|-------|------|----------------|-----------------------|-----------|-------|
| 1    | LOA  | Employee goes on an LOA and has not yet returned | isAdded= 1 (LOA)                               |              | OnLeave |       |       |      |                |                       |           |       |
| DTA  | LOA  | LOA-R                                            | LOA-C                                          | Status       | RFL     | RLF-R | RLF-C | CONT | Do not map LOA | Supporte d for IT2001 | BEGDA     | ENDDA |
|      | V    |                                                  | V                                              |              |         |       |       | X    | Yes            | Effective_Moment      | High Date |       |

Sequence: Hire EE on 01.01.2017.Extract->

EE is on LOA-Type 1 reason-1 from 10.07.2017, Change Cost center from 10.07.2017. Extract

PECI:

```

<peci:Pay_Group_Code>GPC-AU-MO</peci:Pay_Group_Code>
<peci:Pay_Period_Start>20170101</peci:Pay_Period_Start>
<peci:Pay_Period_End>20170131</peci:Pay_Period_End>
<peci:Updated_From>20170710T05:17:03</peci:Updated_From>
<peci:Updated_To>20170710T05:29:55</peci:Updated_To>
<peci:Effective_From>20170101</peci:Effective_From>
<peci:Effective_To>20170131</peci:Effective_To>
<peci:Change_Detection>Include only changes entered since the last success</peci:Change_Detection>
<peci:First_Primary_Run_of_Pay_Period>0</peci:First_Primary_Run_of_Pay_Period>
<peci:Ad_Hoc_Run>0</peci:Ad_Hoc_Run>
<peci:Full_Snapshot>0</peci:Full_Snapshot>
<peci:Worker_Count>1</peci:Worker_Count>
<peci:Version>1</peci:Version>
</peci:Summary>
<peci:Worker>
  - <peci:Worker_Summary>
    <peci:WID>cc0a48cf955a01c2c822e7544225b407</peci:WID>
    <peci:Employee_ID>22851</peci:Employee_ID>
    <peci:Name>Miss AUTest01 EE01</peci:Name>
  </peci:Worker_Summary>
  - <peci:Effective_Change puci:Sequence="0">
    <peci:Derived_Event_Code>LOA</peci:Derived_Event_Code>
    <peci:Effective_Moment>20170110T00:00:00</peci:Effective_Moment>
    <peci:Entry_Moment>20170710T05:29:07</peci:Entry_Moment>
    - <peci:Worker_Status puci:isUpdated="1">
      <peci>Status puci:priorValue="Active">On Leave</peci>Status>
      <peci:Active>1</peci:Active>
      <peci:Active_Status_Date>20170101</peci:Active_Status_Date>
      <peci:Terminated>0</peci:Terminated>
      <peci:Hire_Date>20170101</peci:Hire_Date>
      <peci:Original_Hire_Date>20170101</peci:Original_Hire_Date>
      <peci:Hire_Reason>Hire_Employee_New_Hire_New_Position</peci:Hire_Reason>
      <peci:Is_Rehire>0</peci:Is_Rehire>
      <peci:Continuous_Service_Date>20170101</peci:Continuous_Service_Date>
      <peci:First_Day_of_Work>20170101</peci:First_Day_of_Work>
      <peci:Seniority_Date>20170101</peci:Seniority_Date>
      <peci:Company_Service_Date>20170101</peci:Company_Service_Date>
    </peci:Worker_Status>
    + <peci:Position puci:isUpdated="1">
    - <peci:Leave_of_Absence puci:isAdded="1">
      <peci:Leave_Start_Date>20170110</peci:Leave_Start_Date>
      <peci:Leave_of_Absence_Type>AUS-PER-TYPE-1</peci:Leave_of_Absence_Type>
      <peci:Payroll_Effect>1</peci:Payroll_Effect>
      <peci:Leave_Reason>LEAVE_TYPE_REASON-6-111</peci:Leave_Reason>
    </peci:Leave_of_Absence>
  + <peci:Additional_Information>

```

## G2:

*LOARFL\_DATA=Null (IT-2001)*

```

HEADR|"GVXADP|\"GV Template System|\"GVADP Support team|\"99-9999-9999|\"gvxadp@adp.com|
P2001|\"22851|\"AU|\"|\"INS|\"2001|\"3000|\"20170110|\"99991231|\"|\"|\"|\"3000|\"|\"|\"|\"|\"|
WDTJL|\"EN|\"0001|\"PECI_G2_DI_ALL_20170814_01|\"|\"Starting HEADER

```

*LOARFL\_DATA=PAY (IT-2001,7)*

```

HEADR|"GVXADP|\"GV Template System|\"GVADP Support team|\"99-9999-9999|\"gvxadp@adp.com|
P0007|\"22851|\"AU|\"0|\"INS|\"0007|\"|\"20170110|\"99991231|\"|\"|\"|\"100.00|\"|\"|\"|\"|
P2001|\"22851|\"AU|\"|\"INS|\"2001|\"3000|\"20170110|\"99991231|\"|\"|\"|\"3000|\"|\"|\"|\"|
WDTJL|\"EN|\"0001|\"PECI_G2_DI_ALL_20170814_01|\"|\"Starting HEADER

```

*LOARFL\_DATA=ALL (IT-2001,1,7,CCRMD,HROBJ,WDTJL)*

```

CCRMD|\"EN|\"|\"ADP|\"ADP1300001|\"13001|\"ADP1300001|\"0001|\"ADP1300001|\"|\"|
CCRMD|\"EN|\"|\"ADP|\"ADP1300002|\"13001|\"ADP1300002|\"0001|\"ADP1300002|\"|\"|
HROBJ|\"EN|\"|\"ADP99999|\"|\"18000101|\"99991231|\"|\"|\"Hero
HROBJ|\"EN|\"|\"P-028231|\"|\"18000101|\"99991231|\"|\"|\"Payroll Coordinator
P0001|\"22851|\"AU|\"0001|\"INS|\"0001|\"|\"13001|\"Q0001|\"0001|\"0001|\"Q01|\"ADP1300002|\"ADP99999|\"P-028231|\"|\"|\"|\"|\"|\"|\"|\"|\"|\"|
P0007|\"22851|\"AU|\"0|\"INS|\"0007|\"|\"20170110|\"99991231|\"|\"|\"|\"100.00|\"|\"|\"|\"|\"|
P2001|\"22851|\"AU|\"|\"INS|\"2001|\"3000|\"20170110|\"99991231|\"|\"|\"|\"3000|\"|\"|\"|\"|
WDTJL|\"EN|\"|\"AU|\"GRC-AU-MO|\"22851|\"|\"DE|\"ZG1|\"The deletion of the Cost Center has not been processed, since it is not supported by the connector. |\"|\"|
WDTJL|\"EN|\"0001|\"PECI_G2_DI_ALL_20170710_01|\"|\"Starting HEADER

```

P2001|\"22851|\"AU|\"|\"INS|\"2001|\"3000|\"20170110|\"99991231|\"|\"|\"|\"3000|\"|\"

## GLOBALVIEW (DATA switch-ALL):

*Before-*

*After-*

| Absences |            |            |       |                     |      |    |   |          |
|----------|------------|------------|-------|---------------------|------|----|---|----------|
|          | Start Date | End Date   | Abs.. | Att./abs. type text | From | To | P | Abs.days |
|          | 10.01.2017 | 31.12.9999 | 3000  | Leave Without Pay   |      |    |   | 0,00     |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                             |                                              |                                     |                          |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|----------------------------------------------|-------------------------------------|--------------------------|---------------|------------------------|--------------|------|---------------------------------------------|-----------------------------------|---------------|------|----------------------------------------------|--------------|------|--|---------------|------|--|
| Pers. No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 13901169                                    | Pers. Assgn                                  | 13901169 Australia (13) CCode 1 ... |                          |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
| Personnel No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 13901169                                    | Name                                         | EE01 AUTest01                       |                          |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
| Personnel ar                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Q000 AU PersArea 1 - NSW                    | EE group                                     | 1                                   | Perm. / Active - FT      |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
| PS group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | STANDARD                                    | Status                                       | Active                              |                          |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
| Start                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 10.01.2017                                  | To                                           | 31.12.9999                          | Chg. 17.07.2017 GVEA1578 |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
| <br>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                             |                                              |                                     |                          |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
| <b>Absence</b> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">Absence type</td> <td>3000 Leave Without Pay</td> <td></td> </tr> <tr> <td>Time</td> <td><input type="text"/> - <input type="text"/></td> <td><input type="checkbox"/> Prev.day</td> </tr> <tr> <td>Absence hours</td> <td>0,00</td> <td><input checked="" type="checkbox"/> Full-day</td> </tr> <tr> <td>Absence days</td> <td>0,00</td> <td></td> </tr> <tr> <td>Calendar days</td> <td>0,00</td> <td></td> </tr> </table> |                                             |                                              |                                     |                          | Absence type  | 3000 Leave Without Pay |              | Time | <input type="text"/> - <input type="text"/> | <input type="checkbox"/> Prev.day | Absence hours | 0,00 | <input checked="" type="checkbox"/> Full-day | Absence days | 0,00 |  | Calendar days | 0,00 |  |
| Absence type                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 3000 Leave Without Pay                      |                                              |                                     |                          |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
| Time                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <input type="text"/> - <input type="text"/> | <input type="checkbox"/> Prev.day            |                                     |                          |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
| Absence hours                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 0,00                                        | <input checked="" type="checkbox"/> Full-day |                                     |                          |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
| Absence days                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 0,00                                        |                                              |                                     |                          |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
| Calendar days                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 0,00                                        |                                              |                                     |                          |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
| <br>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                             |                                              |                                     |                          |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
| <b>Payroll</b> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">Payroll hours</td> <td>0,00</td> </tr> <tr> <td>Payroll days</td> <td>0,00</td> </tr> </table>                                                                                                                                                                                                                                                                                                                               |                                             |                                              |                                     |                          | Payroll hours | 0,00                   | Payroll days | 0,00 |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
| Payroll hours                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 0,00                                        |                                              |                                     |                          |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |
| Payroll days                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 0,00                                        |                                              |                                     |                          |               |                        |              |      |                                             |                                   |               |      |                                              |              |      |  |               |      |  |

### Scenario 3 – switch LOARFL is set to 0000+2001

**In the case of countries, where IT 0000 and 2001 is generated meaning if the**

Follow configuration steps for both where IT 0000 and IT2001 as explained in the above sections.

### **Example 3: Estimated Leave End Data**

An employee goes on an LOA and the user provides an estimated leave end date. The employee has not yet returned.

Design:

**2001**

| S.no | Type | Scenario                                                                                                     |       |       |        |     |       |       |          | Operation at section level (Leave of Absence) | G2 operation         | Status           |                    |
|------|------|--------------------------------------------------------------------------------------------------------------|-------|-------|--------|-----|-------|-------|----------|-----------------------------------------------|----------------------|------------------|--------------------|
| 15   | LOA  | Employee goes on an LOA and the user provides an estimated leave end date. The employee has not yet returned |       |       |        |     |       |       |          | isAdded=1 (LOA)                               |                      | OnLeave          |                    |
|      | DTA  | LOA                                                                                                          | LOA-R | LOA-C | Status | RFL | RLF-R | RLF-C | CONT-LOA | Do not map ORDNO                              | Supported for IT2001 | BEGDA            | ENDDA              |
|      | V    |                                                                                                              |       | V     |        |     |       |       | X        |                                               | Yes                  | Effective_Moment | Estimated_End_Date |

**0000**

| S.no | Type | Scenario                                         |       |       |        |     |       |       |          | Operation at section level (Leave of Absence) | G2 operation     | Status    |       |
|------|------|--------------------------------------------------|-------|-------|--------|-----|-------|-------|----------|-----------------------------------------------|------------------|-----------|-------|
| 1    | LOA  | Employee goes on an LOA and has not yet returned |       |       |        |     |       |       |          | isAdded=1 (LOA)                               |                  | OnLeave   |       |
|      | DTA  | LOA                                              | LOA-R | LOA-C | Status | RFL | RLF-R | RLF-C | CONT-LOA | Supported for IT0000                          |                  | BEGDA     | ENDDA |
|      |      | V                                                |       |       | V      |     |       |       |          | Yes                                           | Effective_Moment | High Date |       |

**Sequence:** Hire EE on 01.01.2017.Extract->

EE is on LOA-Type 1 reason-1 ELED-17.01.2017 from 10.07.2017, Change Cost centre from 10.07.2017.Extract

**PECI:**

```

<peci:Pay_Period_Start>20170101</peci:Pay_Period_Start>
<peci:Pay_Period_End>20170131</peci:Pay_Period_End>
<peci:Updated_From>20170710T05:17:03</peci:Updated_From>
<peci:Updated_To>20170710T05:29:55</peci:Updated_To>
<peci:Effective_From>20170101</peci:Effective_From>
<peci:Effective_To>20170131</peci:Effective_To>
<peci:Change_Detection>Include only changes entered since the last successful run.</peci:Change_Detection>
<peci:First_Primary_Run_of_Pay_Period>0</peci:First_Primary_Run_of_Pay_Period>
<peci:Ad_Hoc_Run>0</peci:Ad_Hoc_Run>
<peci:Full_Snapshot>0</peci:Full_Snapshot>
<peci:Worker_Count>1</peci:Worker_Count>
<peci:Version>1</peci:Version>
</peci:Summary>
<peci:Workers>
  - <peci:Worker_Summary>
    <ped:WID>cc0a48cf955a01c2c822e7544225b407</ped:WID>
    <ped:Employee_ID>22851</ped:Employee_ID>
    <ped:Name>Miss AUTest01 EEO1</ped:Name>
  </peci:Worker_Summary>
  - <peci:Effective_Change pedi:Sequence="0">
    <ped:Derived_Event_Code>LOA</ped:Derived_Event_Code>
    <ped:Effective_Moment>20170110T00:00:00</ped:Effective_Moment>
    <ped:Entry_Moment>20170710T05:29:07</ped:Entry_Moment>
    - <peci:Worker_Status pedi:isUpdated="1">
      <peci:Status pedi:priorValue="Active">On Leave</peci:Status>
      <peci:Active>1</peci:Active>
      <peci:Active_Status_Date>20170101</peci:Active_Status_Date>
      <peci:Terminated>0</peci:Terminated>
      <peci:Hire_Date>20170101</peci:Hire_Date>
      <peci:Original_Hire_Date>20170101</peci:Original_Hire_Date>
      <peci:Hire_Reason>Hire_Employee_New_Hire_New_Position</peci:Hire_Reason>
      <peci:Is_Rehire>0</peci:Is_Rehire>
      <peci:Continuous_Service_Date>20170101</peci:Continuous_Service_Date>
      <peci:First_Day_of_Work>20170101</peci:First_Day_of_Work>
      <peci:Seniority_Date>20170101</peci:Seniority_Date>
      <peci:Company_Service_Date>20170101</peci:Company_Service_Date>
    </peci:Worker_Status>
    - <peci:Position pedi:isUpdated="1">
      <peci:Position_ID>P-02823</peci:Position_ID>
      <peci:Position_Time_Type>Full_time</peci:Position_Time_Type>
      <peci:Job_Profile>50010579</peci:Job_Profile>
      + <peci:Supervisor>
        - <peci:Organization pedi:isDeleted="1">
          <peci:Organization_Type>ORG_TYPE_COST_CENTER</peci:Organization_Type>
          <peci:Organization_Code>ADP1300001</peci:Organization_Code>
          <peci:Organization_Name>ADP1300001</peci:Organization_Name>
        </peci:Organization>
        - <peci:Organization pedi:isAdded="1">
          <peci:Organization_Type>ORG_TYPE_COST_CENTER</peci:Organization_Type>
          <peci:Organization_Code>ADP1300002</peci:Organization_Code>
          <peci:Organization_Name>ADP1300002</peci:Organization_Name>
        </peci:Organization>
      + <peci:Organization>
    </peci:Position>
  </peci:Effective_Change>
  <peci:Leave_of_Absence pedi:isAdded="1">
    <peci:Leave_Start_Date>20170110</peci:Leave_Start_Date>
    <peci:Estimated_Leave_End_Date>20170117</peci:Estimated_Leave_End_Date>
    <peci:Leave_of_Absence_Type>AUS-PER-TYPE-1</peci:Leave_of_Absence_Type>
    <peci:Payroll_Effect>1</peci:Payroll_Effect>
    <peci:Leave_Reason>LEAVE_TYPE_REASON-6-111</peci:Leave_Reason>
  </peci:Leave_of_Absence>
+ <peci:Additional_Information>

```

**G2: (22851-0000+2001, 22EE2-0000, 22EE3-2001)**

LOARFL\_DATA=NULL (IT-)

```

HEADER | "GVXADP | GV Template System | GVADP Support team | 99-9999-9999 | gvxadp@adp.com"
P0000 | "22851 | "AU| " | INS | "0000" | "20170110 | "99991231 | " | " | " | "03 | "28 | " | " |
P2001 | "22851 | "AU| " | INS | "2001 | "1000 | "20170110 | "20170117 | " | " | " | "1000 | " | " | " | " |
P0000 | "22EE2 | "AU| " | INS | "0000" | "20170110 | "99991231 | " | " | " | "03 | "28 | " | " |
P2001 | "22EE3 | "AU| " | INS | "2001 | "3000 | "20170110 | "20170117 | " | " | " | "3000 | " | " | " | " |
WDTJL | "EN | "0001 | "PECL_G2_DI_ALL_20170906_01" | " | "Starting HEADER

```

LOARFL\_DATA=PAY (IT-7)

```

HEADER| "GVXADP" | "GV Template System" | "GVADP Support team" | "99-9999-9999" | "gyxadp@adp.com"
P0000 | "22851" | "AU" | "INS" | "0000" | "20170110" | "99991231" | "|||03" | "Z8" | "|||"
P0007 | "22851" | "AU" | "INS" | "0007" | "20170110" | "99991231" | "|||100.00" | "|||"
P2001 | "22851" | "AU" | "INS" | "2001" | "1000" | "20170110" | "20170117" | "|||1000" | "|||"
P0000 | "22EE2" | "AU" | "INS" | "0000" | "20170110" | "99991231" | "|||03" | "Z8" | "|||"
P0007 | "22EE2" | "AU" | "0" | "INS" | "0007" | "20170110" | "99991231" | "|||100.00" | "|||"
P0007 | "22EE3" | "AU" | "0" | "INS" | "0007" | "20170110" | "99991231" | "|||100.00" | "|||"
P2001 | "22EE3" | "AU" | "INS" | "2001" | "3000" | "20170110" | "20170117" | "|||3000" | "|||"
WDTJL | "EN" | "0001" | "PECI_G2_DI_ALL_20170906_01" | "|||Starting HEADER

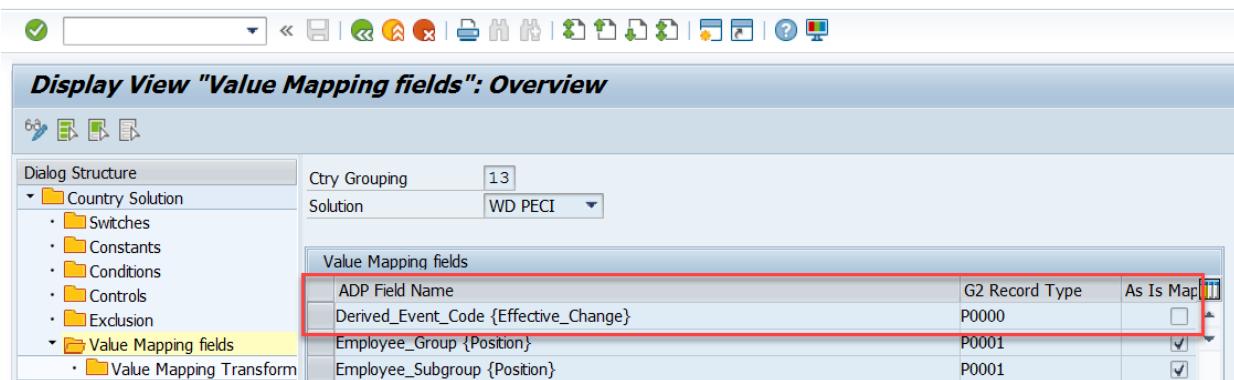
LOARFL_DATA=ALL (IT-1,7,CCRMD,HROBJ,WDTJE)
HEADER| "GVXADP" | "GV Template System" | "GVADP Support team" | "99-9999-9999" | "gyxadp@adp.com"
CCRMD | "EN" | "|||ADP" | "ADP1300001" | "1300" | "ADP1300001" | "0001" | "ADP1300001" | "|||"
CCRMD | "EN" | "|||ADP" | "ADP1300002" | "1300" | "ADP1300002" | "0001" | "ADP1300002" | "|||"
HROBJ | "EN" | "O" | "ADP99999" | "18000101" | "99991231" | "|||Hero
HROBJ | "EN" | "S" | "P-02823" | "18000101" | "99991231" | "|||Payroll Coordinator
P0000 | "22851" | "AU" | "INS" | "0000" | "20170110" | "99991231" | "|||03" | "Z8" | "|||"
P0001 | "22851" | "AU" | "0" | "INS" | "0001" | "20170110" | "99991231" | "|||1300" | "Q000" | "1" | "QS" | "00
P0007 | "22851" | "AU" | "0" | "INS" | "0007" | "20170110" | "99991231" | "|||100.00" | "|||"
P2001 | "22851" | "AU" | "INS" | "2001" | "1000" | "20170110" | "20170117" | "|||1000" | "|||"
MGRLK | "EN" | "|||22851" | "21001" | "MAIL" | "
P0000 | "22EE2" | "AU" | "INS" | "0000" | "20170110" | "99991231" | "|||03" | "Z8" | "|||"
P0001 | "22EE2" | "AU" | "0" | "INS" | "0001" | "20170110" | "99991231" | "|||1300" | "Q000" | "1" | "QS" | "00
P0007 | "22EE2" | "AU" | "0" | "INS" | "0007" | "20170110" | "99991231" | "|||100.00" | "|||"
MGRLK | "EN" | "|||22EE2" | "21001" | "MAIL" | "
P0001 | "22EE3" | "AU" | "0" | "INS" | "0001" | "20170110" | "99991231" | "|||1300" | "Q000" | "1" | "QS" | "00
P0007 | "22EE3" | "AU" | "0" | "INS" | "0007" | "20170110" | "99991231" | "|||100.00" | "|||"
P2001 | "22EE3" | "AU" | "INS" | "2001" | "3000" | "20170110" | "20170117" | "|||3000" | "|||"
MGRLK | "EN" | "|||22EE3" | "21001" | "MAIL" | "
WDTJE | "EN" | "|||AU" | "GPC-AU-MO" | "22851" | "|||DE" | "ZG2" | "1" | "The deletion of the Cost Center
WDTJE | "EN" | "|||AU" | "GPC-AU-MO" | "22EE2" | "|||DE" | "ZG2" | "1" | "The deletion of the Cost Center
WDTJE | "EN" | "|||AU" | "GPC-AU-MO" | "22EE3" | "|||DE" | "ZG2" | "1" | "The deletion of the Cost Center
WDTJL | "EN" | "0001" | "PECI_G2_DI_ALL_20170906_01" | "|||Starting HEADER

```

## Configuration Step 4

ZCON->Inbound->Configuration File Setup (TCode: ZADP\_M99\_CON\_CLTCFG)

**Value mapping fields:** For relevant Country solution select Value Mapping fields from the dialog structure and check if fields **Derived\_Event\_Code {Effective\_Change}** are available in the list, if not add new entries as shown in the sample below.



**Value mapping transformation:** Select field Derived\_Event\_Code {Effective\_Change} and double click on Value mapping transformation. Sample of what the mapping might look like can be found below,

| Display View "Value Mapping Transformation": Overview |                 |              |              |
|-------------------------------------------------------|-----------------|--------------|--------------|
| Dialog Structure                                      | Ctry Grouping   | 13           |              |
| Country Solution                                      | Solution        | WD PECI      |              |
| ADP Field Name                                        |                 |              |              |
| Derived_Event_Code {Effective_Change}                 |                 |              |              |
| Value Mapping Transformation                          |                 |              |              |
| Seq. Nr                                               | Condition Code  | Source Value | Target Value |
| 0011                                                  | C13_LOARFL_0000 | LOA          | 03           |
| 0012                                                  | C13_LOARFL_0000 | LOA-R        | 02           |
| 0013                                                  | C13_LOARFL_0000 | LOA-C        | 03           |
| 0014                                                  | C13_LOARFL_0000 | RFL          | 04           |
| 0015                                                  | C13_LOARFL_0000 | RFL-R        | 04           |
| 0016                                                  | C13_LOARFL_0000 | CONT-LOA     | 03           |

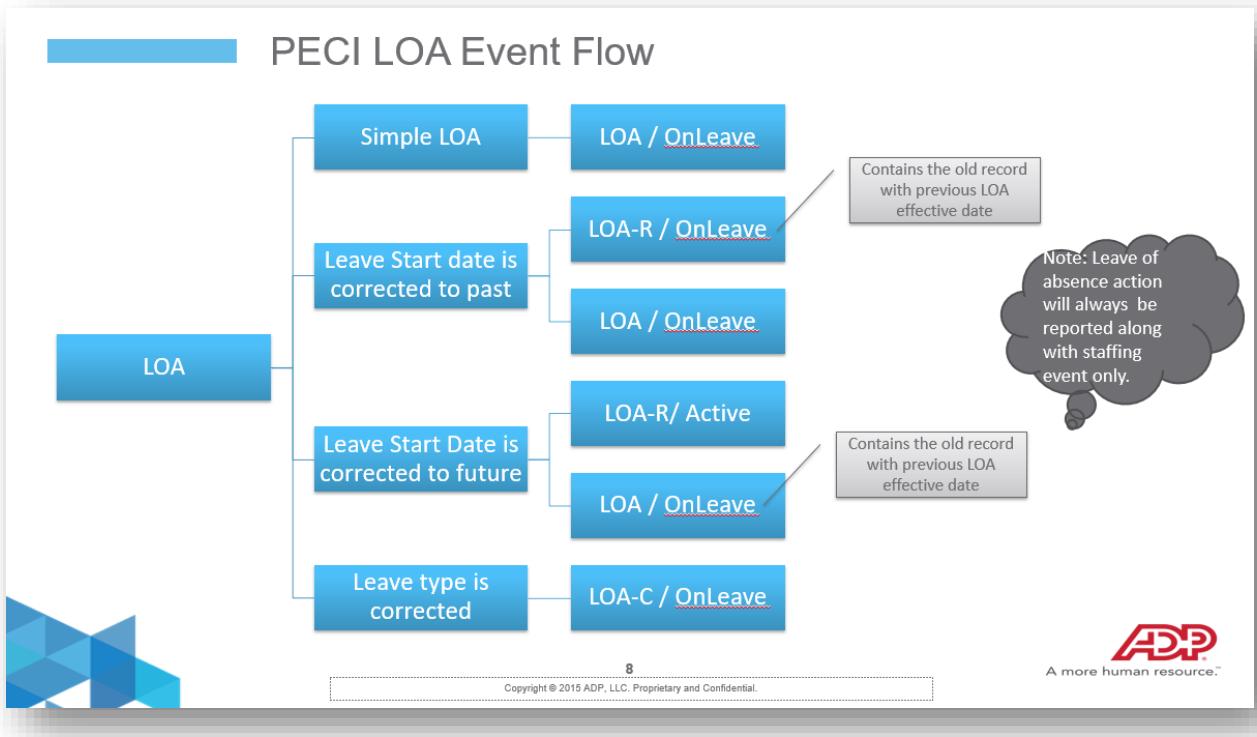
## Corrections and Rescinds

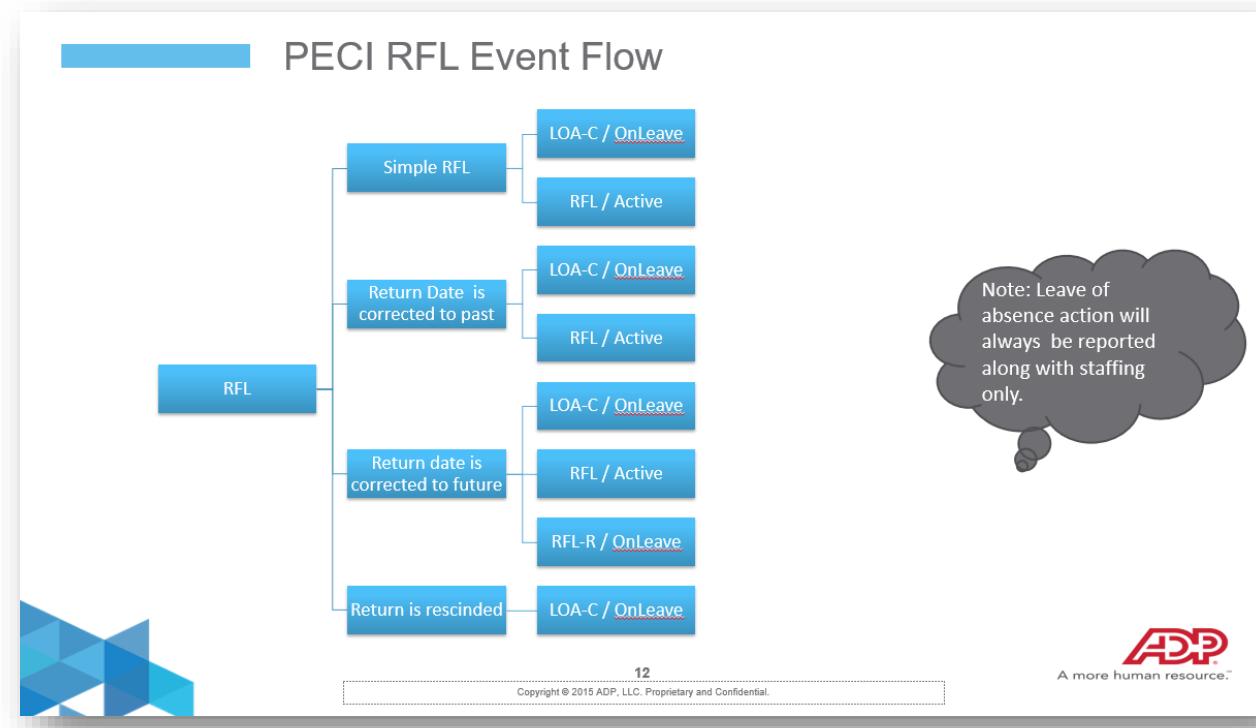
Corrections and Rescinds to LOA and RFL in Workday are applicable only in the case of IT2001 records but not supported by IT0000. Therefore changes to IT0000 should be manually reapplied in GlobalView by clients. If not done, it would create inconsistencies especially when countries requiring both IT0000 and IT2001. Hence, Clients have to be appropriately guided. The below table consolidates the requirements of countries.

| Country       | Action & Reason<br>(IT0000) | IT2001        |
|---------------|-----------------------------|---------------|
| Argentina     | NA                          | ✓             |
| Australia     | N/A                         | ✓             |
| Belgium       | NA                          | ✓             |
| Brazil        | N/A                         | ✓             |
| Canada        | ✓                           | N/A           |
| China         | N/A                         | ✓             |
| France        | ✓                           | ✓             |
| Germany       | N/A                         | ✓             |
| Great Britain | N/A                         | ✓             |
| Hong Kong     | NA                          | ✓             |
| Hungary       | NA                          | ✓             |
| India         | ✓                           | ✓             |
| Indonesia     | NA                          | ✓             |
| Ireland       | NA                          | ✓             |
| Israel        | Not supported               | Not Supported |

| Country                                       | Action & Reason<br>(IT0000) | IT2001 |
|-----------------------------------------------|-----------------------------|--------|
| Italy                                         | N/A                         | ✓      |
| Japan                                         | NA                          | ✓      |
| Malaysia                                      | ✓                           | N/A    |
| Mexico                                        | ✓                           | ✓      |
| Netherlands                                   | NA                          | ✓      |
| New Zealand                                   | N/A                         | ✓      |
| Philippines<br>(either Action reason or 2001) | ✓                           | ✓      |
| Poland                                        | N/A                         | ✓      |
| Portugal                                      | N/A                         | ✓      |
| Romania                                       | N/A                         | ✓      |
| Singapore                                     | N/A                         | ✓      |
| South Africa                                  | NA                          | ✓      |
| South Korea                                   | NA                          | ✓      |
| Spain                                         | ✓                           | ✓      |
| Sweden                                        | NA                          | ✓      |
| Switzerland                                   | N/A                         | ✓      |
| Taiwan                                        | NA                          | ✓      |
| Thailand                                      | NA                          | ✓      |
| USA                                           | ✓                           | N/A    |

## PECI LOA Event Flow





## Control Record Effects on G2 Processing

### G2 data loads during Early & Main Corrections Phases:

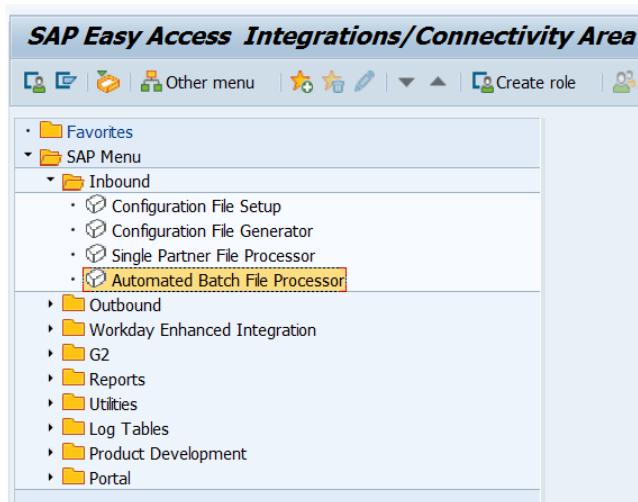
If the payroll administrator releases to “Early Corrections” G2 will effect changes just as if the payroll were in “exit” status. The corrections behavior of G2 with regards to processing during the main corrections phase where data is LOCKED, only G2 manual data loads are allowed during main corrections phase.

### Integration File Processing:

#### Automated Batch File Processor:

When we initiate the data load using an automated batch file processor a background job will be created for the G2 data load, hence these loads are treated as background loads and during Early corrections phase data will be loaded into the system as if the payroll were in “exit” status. During the main correction phase, all data is “LOCKED”.

#### ZCON->Automated Batch File Processor



## Third-Party Payroll Errors



This section applies to clients participating in the Batch Errors Webservice pilot and therefore the content in this section is subject to change. For more information on becoming a Batch Errors Webservice pilot customer or for more information about the program, contact your ADP representative.

## Solution Overview

Workday provides a web service allowing payroll vendors to post their PECI Batch Load errors for viewing within the Workday system. Workday supports the same error message fields found in the EDI web-service distinguishing between employee errors and foundation object errors identified by the **Is\_Worker** and **Foundation\_Object\_Type** elements in the response.

## Required Settings

### Workday

#### **User Credentials**

To allow the Dispatcher API to log into the Workday system, the client must supply an Integration System user as documented in the Workday Community topic: [Grant Integration or External Endpoint Access to Workday](#) (<https://doc.Workday.com/reader/personal/be2395a6-8772-45eb-97bb-3b7d26e3981d/da91381f-44b8-44d6-9534-bb68fb9c2607>). A local copy is available in confluence for reference.

The client must create a CRM manager ticket stating

1. the user credentials
2. the Workday domain
3. the Workday tenant
4. the relevant GlobalView system.

## GlobalView

Use the [Solution Verification Tool](#) documented in the Ancillary Tools section to ensure the Batch Errors Webservice setup is complete.

## Switches

Using the links below activate the configuration switches for Batch Errors Web Service:

1. Activate the [Batch Errors Web Service](#) feature switch in GlobalView table T77S0:
2. Activate the [ZCON Switch](#) ‘PAY\_GROUP\_ID’ so Talend collects the
  - The PECI’s Pay Group ID
  - and Global Payroll Integration Event values

## Updating User Credentials

Upon receipt of the client’s [User Credentials](#) CRM ticket with the client’s ISU (Integration System User) values, request these two roles (3-day expiration) required to update GlobalView.

- View: ZGVE\_HR\_9\_99\_0\_WS\_CREDENTIALS
- Maintain: ZGVE\_HR\_9\_99\_1\_WS\_CREDENTIALS

Then access [TCode: ZTADP\\_CON\\_BTCCRWCRED](#) and update accordingly.



The deployment guide has instructions for obtaining the Workday Domain.

Exclude the “<https://>” if present when the client provides their Workday Domain.

|                |                                                             |
|----------------|-------------------------------------------------------------|
| Workday Domain | <input type="text" value="wd2-impl-services1.workday.com"/> |
| Tenant         | <input type="text" value="adp_pt1"/>                        |
| User Name      | <input type="text" value="lmcneil"/>                        |
| Password       | <input type="password" value="*****"/>                      |

[Back](#) [Save](#)



These table entries **must not** be transported: each GlobalView client environment system (PDx, PQx, PPx, etc.) must connect to a different Workday tenant.

## Solution Verification Utility

This program verifies if the Batch Error solutions feature is properly configured for a specific country. See the [Solution Verification Utility](#) in the Ancillary Tools Chapter.

## Process Flow

---

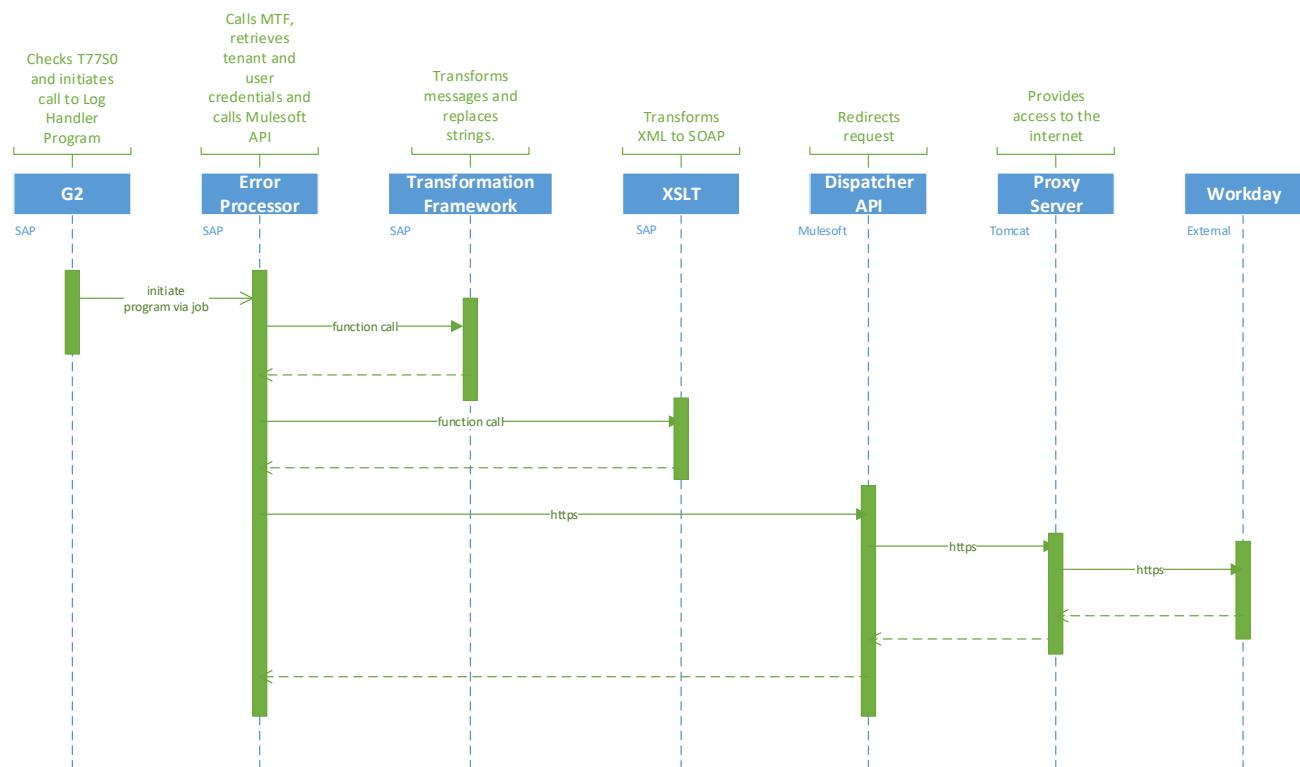
The overall process is a reasonably simple one, whereby the first G2 checks whether the file is a PECI file that is loaded manually or via batch (not EDI) and whether the solution is active for the client. Should this be the case, it starts a new program via a background job.

The ZTADP\_CON\_BTCKERPROC program retrieves all G2 errors for the run, sends them to the Message Transformation framework (an internal set of tables and functions), calls an XSLT transformer to transform the result into SOAP format and retrieves user credentials from a table.

It then passes this data to an internal API hosted on Mulesoft, which in turn calls the Workday web service and returns the response, which is logged in GlobalView.

Should the result be successful, the standard email program that sends the G2 log to clients will be suppressed, but should it fail, the mail program will still be called to ensure that the log reaches the client. In such instances, the program may be run manually ensuring errors are also sent to the Workday system (once the cause of the problem has been identified and fixed).

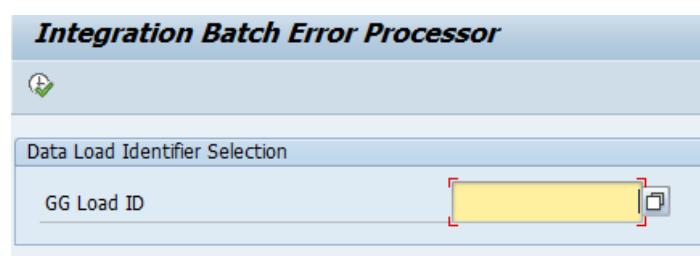
## Sequence Diagram



## Batch Error Processor

*Transaction: ZTADP\_CON\_BTCKERPROC*

*Area Menu Path: Outbound → Workday → Batch Errors*



This program:

- Retrieves the content of the G2 log tables.
- Calls the Message Transformation Framework.

- Calls the XSLT Transformation.
- Retrieves the Workday system and user credentials.
- Calls the SOAP Dispatcher API.
- Logs the web service response.
- Calls the G2 Mail program in case the web service call ends in failure.

In instances where the process fails, the program may be run manually by entering the desired G2 Load ID. Since ADP does not monitor the log, process failure will only become evident when the client receives the log via email.

Refer to the [Batch Errors Log Viewer](#) section in ancillary tools for troubleshooting Batch Error Processes.

## Viewing G2 Messages in Workday

Apart from setting up the Integration system user and sharing the Workday system details and user credentials with ADP, no other activities should be required of clients.

To view the results stored in their Workday system, the client may use:

1. Third-Party Payroll Errors (Report)
2. Maintain Errors from Third Party Payroll (Task)

The report provides an improved view, but it may take time for the results to display. The task displays the results immediately and supports drilling down to see the ADP's diagnosis and procedure.

[← Third-Party Payroll Errors Report](#) Actions

Pay Group    GPC Singapore Pay Group Semi-Monthly-2500-RN2    Sent On To    06/05/2019 12:00:00.000 AM

Sent On From    06/04/2019 12:00:00.000 AM

4 items

| Error Resolved | Worker                          | Pay Group                                     | Sent on                    | Action                                                                                                               | Vendor Error Message                                                  | Severity Level                           |
|----------------|---------------------------------|-----------------------------------------------|----------------------------|----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|------------------------------------------|
|                | SGTestBTCER01 EE52 (测试) (26633) | GPC Singapore Pay Group Semi-Monthly-2500-RN2 | 06/04/2019 10:45:08.314 AM |                                                                                                                      | Postal code 12345 must have the length 6                              | <span style="color: red;">●</span> Error |
|                | SGTestBTCER01 EE52 (测试) (26633) | GPC Singapore Pay Group Semi-Monthly-2500-RN2 | 06/04/2019 10:45:08.314 AM | Either supply a value as specified in the blueprint worksheet or contact ADP for further assistance.                 | No Work Pattern for key 002197975540000 20190401                      | <span style="color: red;">●</span> Error |
|                | SGTestBTCER01 EE51 (测试) (26632) | GPC Singapore Pay Group Semi-Monthly-2500-RN2 | 06/04/2019 10:45:08.314 AM | Enter correct data                                                                                                   | Employee was not updated due to errors in Organizational Information. | <span style="color: red;">●</span> Error |
|                | SGTestBTCER01 EE51 (测试) (26632) | GPC Singapore Pay Group Semi-Monthly-2500-RN2 | 06/04/2019 10:45:08.314 AM | Provide an existing Employee Type/Employee Subgroup combination or ask ADP to add this combination for this country. | Employee Subgroup 1R for Employee Type 1 was not found                | <span style="color: red;">●</span> Error |

← Maintain Errors from Third-Party Payroll

Pay Groups GPC Singapore Pay Group Semi-Monthly-2500-RN2  
Sent on 06/06/2019

Total Counts  
Errors 4

Worker Errors    Setup Errors

| Error Resolved           | Employee                        | Sent on                    | Pay Group                                     | Error Message                                                         | Action                                                                                                               | Severity                                 | Details                                                                                                        | Business Process |
|--------------------------|---------------------------------|----------------------------|-----------------------------------------------|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|------------------------------------------|----------------------------------------------------------------------------------------------------------------|------------------|
| <input type="checkbox"/> | SGTestBTCER01 EE53 (测试) (26660) | 06/06/2019 04:28:05.994 AM | GPC Singapore Pay Group Semi-Monthly-2500-RN2 | Employee was not updated due to errors in Organizational Information. | Enter correct data                                                                                                   | <span style="color: red;">! Error</span> | <span style="color: red;">1</span><br><span style="color: red;">2</span><br><span style="color: red;">3</span> |                  |
| <input type="checkbox"/> | SGTestBTCER01 EE53 (测试) (26660) | 06/06/2019 04:28:05.994 AM | GPC Singapore Pay Group Semi-Monthly-2500-RN2 | Employee Subgroup 1R for Employee Type 1 was not found                | Provide an existing Employee Type/Employee Subgroup combination or ask ADP to add this combination for this country. | <span style="color: red;">! Error</span> | <span style="color: red;">1</span><br><span style="color: red;">2</span><br><span style="color: red;">3</span> |                  |
| <input type="checkbox"/> | SGTestBTCER01 EE54 (测试) (26661) | 06/06/2019 04:28:05.994 AM | GPC Singapore Pay Group Semi-Monthly-2500-RN2 | Employee was not updated due to errors in Organizational Information. | Enter correct data                                                                                                   | <span style="color: red;">! Error</span> | <span style="color: red;">1</span><br><span style="color: red;">2</span><br><span style="color: red;">3</span> |                  |
| <input type="checkbox"/> | SGTestBTCER01 EE54 (测试) (26661) | 06/06/2019 04:28:05.994 AM | GPC Singapore Pay Group Semi-Monthly-2500-RN2 | Employee Subgroup 1R for Employee Type 1 was not found                | Provide an existing Employee Type/Employee Subgroup combination or ask ADP to add this combination for this country. | <span style="color: red;">! Error</span> | <span style="color: red;">1</span><br><span style="color: red;">2</span><br><span style="color: red;">3</span> |                  |

This image shows Workday employee 26661 has 2 errors and the details column includes G2's infotype as the functional area and the SE91 diagnosis or ADP's custom replacement message when these values exist.

## Error Handling:

### API and Web Service

The Internal API acts as a proxy and therefore returns only the status codes and messages supported by the Workday web service (i.e. 200, 404 & 500). However, the API will check to ensure that all headers and body contain content and will return status code 400 when this is not the case.

The Workday web service may return an error response in any of the following scenarios:

- Incorrect user credentials
- Missing required field
- Incorrect structure
- Incorrect values for picklist
- Service unavailability

These errors are logged in the Batch Error Log table and internal associates/clients continue to receive the G2 log as per the pre-existing email approach.

### Troubleshooting

See the [Batch Errors Log Viewer](#) section in ancillary tools.

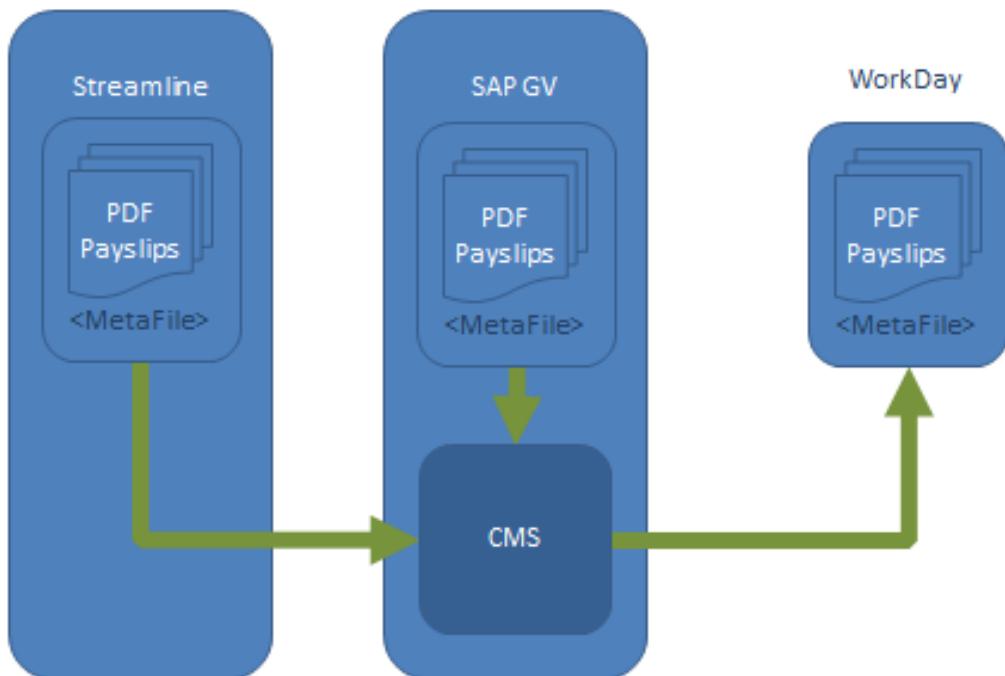
## Batch Payslips Integration

The PDF Payslip integration provides PDF payslips to a Workday system integrated with GlobalView. This feature is available to clients who running GlobalView or GlobalView Select as their Payroll system and Workday as their HR System.

Also, refer to the [Update External Payroll Area in IT0001 \(ZZABK\\_EXT\)](#) instructions.



Using the API Payslip Solution is not permitted while the Batch API integration is in use.



## Solution Overview

The report ZI\_XADP\_M99\_CMS\_WD\_PAYSLIP00 is provided in GlobalView. It can be accessed via transaction ZIADP\_M99\_WDI\_PAYSLP.

### Selection screen

**PDF Payslips for WorkDay**

(

Further selections Search helps Sort order

Payroll period

Payroll area  from  To

Current period    
 Other period

Selection

|                            |                      |  |
|----------------------------|----------------------|--|
| Personnel Number           | <input type="text"/> |  |
| Global ID (IT0709)         | <input type="text"/> |  |
| Prev.Pers. number (IT0032) | <input type="text"/> |  |
| Personnel area             | <input type="text"/> |  |
| Personnel subarea          | <input type="text"/> |  |
| Employee group             | <input type="text"/> |  |
| Employee subgroup          | <input type="text"/> |  |
| Payroll area               | <input type="text"/> |  |
| Cost center                | <input type="text"/> |  |

Additional selections

|                  |                                              |
|------------------|----------------------------------------------|
| Country Grouping | <input type="text" value="42"/>              |
| Payment Date     | <input type="text"/>                         |
| Created By       | <input type="text"/>                         |
| Created At       | <input type="text"/> to <input type="text"/> |

File Download Options

Test Run    PC Download    Server Download

No.of employees per Zip file

## **Processing logic**

The report is intended to be run per payroll area per country.

For each selected employee the report retrieves the payslip for the specified payroll period from the CMS along with the accompanying metadata and provides it in a format ready for Workday

To map the GlobalView PERNR to the Workday workers ID the report follows the G2 inbound employee id mapping.

‘Number of employees per Zip file’ parameter at the selection screen determines the number of files to be created per Payslips zip file. Payslips will be split into multiple zip files based on this parameter input. The recommendation is to keep the default value ‘2000’ and reduce it to appropriate value if the zip file exceeds 100MB to avoid file transfer issues.

2 files are being created with the extraction:

WDI\_OUT\_CC\_CCC\_PAYSLIPS\_XX\_YYYYMMDD\_YYYYMMDDHHMMSS.zip

– Payslips zip file

WDI\_OUT\_CC\_CCC\_PAYSLIPS\_XX\_YYYYMMDD\_YYYYMMDDHHMMSS.xml

– Manifest file

Where CC – Country grouping

CCC – Client

XX – Payroll area

YYYYMMDD – Pay Date

YYYYMMDDHHMMSS – Date and Timestamp

### **Payroll Area Value extraction:**

Some outbound integrations require sending the HCM system the employee's pay group which can be derived as follows:

If an employee's IT0001-ZZABK\_EXT (External Payroll Area) contains a value then this value is used for outbound integration features (data moving from GlobalView to HCM).

If an employee's IT0001-ZZABK\_EXT (External Payroll Area) *does not* contain a value then derive the value from the applicable mapping scenario.

**Standard Payroll Area Value Mapping:** table ZXADP\_WDI\_PAYGRP using transaction SM30. The system assumes that the standard inbound integration is not applicable and utilizes mapping from ZXADP\_WDI\_PAYGRP.

If the client uses the Workday inbound integration (WDI-PECI), the payroll area to Pay group mapping is read from table ZVADP\_CON\_CVLMAP:

**Value Mapping Transformation**

| Seq. Nr | Condition Code | Source Value   | Target Value |
|---------|----------------|----------------|--------------|
| 0001    |                | GPC-ES-MO      | EM           |
| 0002    |                | GPC-ES-MO-0410 | EM           |
| 003     |                | GPC-ES-MO-GVS  | ES01         |
| 004     |                | GPC-ES-HR      | EM           |

**Value Mapping Transformation**

| Seq. Nr | Condition Code | Source Value      | Target Value |
|---------|----------------|-------------------|--------------|
| 0001    | C25_PC_2510    | GPC-SG-MO-2510-RN | RM           |
| 0002    |                | GPC-SG-SMonthly2  | RS           |
| 0003    | C25_PC_2500    | GPC-SG-MO-2500-RN | RM           |
| 0004    |                | GPC-SG-MO-GVS     | SG01         |
| 0005    |                |                   |              |

In the above example, If the employee's company code value is:

- **2510**, then payroll area value 'GPC-SG-MO-2510-RN' will be populated
- **2500**, then payroll area value 'GPC-SG-MO-2500-RN' will be populated

**Custom Payroll Area Value Mapping:** table ZXADP\_WDI\_PAYGRP using transaction SM30. The system assumes that the standard inbound integration is not applicable and utilizes mapping from ZXADP\_WDI\_PAYGRP.

NOTE: employees with custom mapping should not have an IT0001-ZZABK\_EXT (External Payroll Area) values

Otherwise, if the client's inbound integration configuration controls the

The client uses the Workday inbound integration (WDI-PICOF), the payroll area to Pay group mapping is read from table ZVADP\_WDI\_CLVMAP:

| Change View "Value Transformation": Overview                                                                                                                                                                                                                                                              |        |                  |                      |                |        |               |                      |  |   |           |    |  |   |               |      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|------------------|----------------------|----------------|--------|---------------|----------------------|--|---|-----------|----|--|---|---------------|------|
|                                                                                                                                                                                                                                                                                                           |        |                  |                      |                |        |               |                      |  |   |           |    |  |   |               |      |
| Dialog Structure                                                                                                                                                                                                                                                                                          |        | Country Grouping | 01                   |                |        |               |                      |  |   |           |    |  |   |               |      |
| WDI Field Name                                                                                                                                                                                                                                                                                            |        | Payroll_Area     |                      |                |        |               |                      |  |   |           |    |  |   |               |      |
| <b>Value Transformation</b>                                                                                                                                                                                                                                                                               |        |                  |                      |                |        |               |                      |  |   |           |    |  |   |               |      |
| <table border="1"> <thead> <tr> <th>Condition Code</th> <th>Seq...</th> <th>WorkDay Value</th> <th>GV/GVS Mapping Value</th> </tr> </thead> <tbody> <tr> <td></td> <td>1</td> <td>GPC-DE-MO</td> <td>D0</td> </tr> <tr> <td></td> <td>2</td> <td>GPC-DE-MO-GVS</td> <td>DE01</td> </tr> </tbody> </table> |        |                  |                      | Condition Code | Seq... | WorkDay Value | GV/GVS Mapping Value |  | 1 | GPC-DE-MO | D0 |  | 2 | GPC-DE-MO-GVS | DE01 |
| Condition Code                                                                                                                                                                                                                                                                                            | Seq... | WorkDay Value    | GV/GVS Mapping Value |                |        |               |                      |  |   |           |    |  |   |               |      |
|                                                                                                                                                                                                                                                                                                           | 1      | GPC-DE-MO        | D0                   |                |        |               |                      |  |   |           |    |  |   |               |      |
|                                                                                                                                                                                                                                                                                                           | 2      | GPC-DE-MO-GVS    | DE01                 |                |        |               |                      |  |   |           |    |  |   |               |      |

If the client uses the Workday inbound integration (WDI-PECI), the payroll area to Pay group mapping is read from table ZVADP\_CON\_CVLMAP:

| Ctry Grouping                                                                                                                                                                                                                                                                                                                                                                                                                                  | 04                       |                |                |              |              |      |  |           |    |      |  |                |    |     |  |               |      |     |  |           |    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|----------------|----------------|--------------|--------------|------|--|-----------|----|------|--|----------------|----|-----|--|---------------|------|-----|--|-----------|----|
| Solution                                                                                                                                                                                                                                                                                                                                                                                                                                       | WD PECI                  |                |                |              |              |      |  |           |    |      |  |                |    |     |  |               |      |     |  |           |    |
| ADP Field Name                                                                                                                                                                                                                                                                                                                                                                                                                                 | Pay_Group_Code {Summary} |                |                |              |              |      |  |           |    |      |  |                |    |     |  |               |      |     |  |           |    |
| <b>Value Mapping Transformation</b>                                                                                                                                                                                                                                                                                                                                                                                                            |                          |                |                |              |              |      |  |           |    |      |  |                |    |     |  |               |      |     |  |           |    |
| <table border="1"> <thead> <tr> <th>Seq. Nr</th> <th>Condition Code</th> <th>Source Value</th> <th>Target Value</th> </tr> </thead> <tbody> <tr> <td>0001</td> <td></td> <td>GPC-ES-MO</td> <td>EM</td> </tr> <tr> <td>0002</td> <td></td> <td>GPC-ES-MO-0410</td> <td>EM</td> </tr> <tr> <td>003</td> <td></td> <td>GPC-ES-MO-GVS</td> <td>ES01</td> </tr> <tr> <td>004</td> <td></td> <td>GPC-ES-HR</td> <td>EM</td> </tr> </tbody> </table> |                          | Seq. Nr        | Condition Code | Source Value | Target Value | 0001 |  | GPC-ES-MO | EM | 0002 |  | GPC-ES-MO-0410 | EM | 003 |  | GPC-ES-MO-GVS | ES01 | 004 |  | GPC-ES-HR | EM |
| Seq. Nr                                                                                                                                                                                                                                                                                                                                                                                                                                        | Condition Code           | Source Value   | Target Value   |              |              |      |  |           |    |      |  |                |    |     |  |               |      |     |  |           |    |
| 0001                                                                                                                                                                                                                                                                                                                                                                                                                                           |                          | GPC-ES-MO      | EM             |              |              |      |  |           |    |      |  |                |    |     |  |               |      |     |  |           |    |
| 0002                                                                                                                                                                                                                                                                                                                                                                                                                                           |                          | GPC-ES-MO-0410 | EM             |              |              |      |  |           |    |      |  |                |    |     |  |               |      |     |  |           |    |
| 003                                                                                                                                                                                                                                                                                                                                                                                                                                            |                          | GPC-ES-MO-GVS  | ES01           |              |              |      |  |           |    |      |  |                |    |     |  |               |      |     |  |           |    |
| 004                                                                                                                                                                                                                                                                                                                                                                                                                                            |                          | GPC-ES-HR      | EM             |              |              |      |  |           |    |      |  |                |    |     |  |               |      |     |  |           |    |

The screenshot shows a software interface for 'Value Mapping Transformation'. At the top, there are fields for 'Ctry Grouping' (set to 25), 'Solution' (set to WD PECI), and 'ADP Field Name' (set to Pay). A yellow callout bubble labeled 'Company Code = 2510' points to the first row of a table below. Another yellow callout bubble labeled 'Company Code = 2500' points to the third row. The table has columns: Seq. Nr, Condition Code, Source Value, and Target Value. The data is as follows:

| Seq. Nr | Condition Code | Source Value      | Target Value |
|---------|----------------|-------------------|--------------|
| 0001    | C25_PC_2510    | GPC-SG-MO-2510-RN | RM           |
| 0002    |                | GPC-SG-SMonthly2  | RS           |
| 0003    | C25_PC_2500    | GPC-SG-MO-2500-RN | RM           |
| 0004    |                | GPC-SG-MO-GVS     | SG01         |
| 0005    |                |                   |              |

In the above example, If the employee's company code value is:

- **2510**, then payroll area value 'GPC-SG-MO-2510-RN' will be populated
- **2500**, then payroll area value 'GPC-SG-MO-2500-RN' will be populated

## Manifest File Format

| Column Name         | Description and Notes                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Worker              | Worker identifier.                                                                                                                                                                                                                                                                                                                                                                                               |
| Pay_Group           | <p>Either the Workday Reference ID for the Pay Group or the external Pay Group code. If you use the external Pay Group code, you configure the integration to map the external Pay Group code to a Workday Pay Group.</p> <p>Read the pay group from IT0001 based on the Payment date.<br/>Note - If the Payment date falls outside of the payroll period then read IT0001 based on Payroll period end date.</p> |
| Pay_Period_End_Date | The end date of the Pay Period.                                                                                                                                                                                                                                                                                                                                                                                  |
| Payment_Date        | Date of the payment.                                                                                                                                                                                                                                                                                                                                                                                             |
| Net_Amount          | Net pay amount.                                                                                                                                                                                                                                                                                                                                                                                                  |
| Gross_Amount        | Gross pay amount.                                                                                                                                                                                                                                                                                                                                                                                                |
| Currency            | Currency code for the payment amounts. Example: USD.                                                                                                                                                                                                                                                                                                                                                             |
| Check_Number        | The number of the check.                                                                                                                                                                                                                                                                                                                                                                                         |
| Display_Date        | Display date for the payslip. This date is displayed when viewing the payslip details in Workday.                                                                                                                                                                                                                                                                                                                |
| File_Name           | The filename of the payslip PDF archive file.                                                                                                                                                                                                                                                                                                                                                                    |

# External Payroll Results

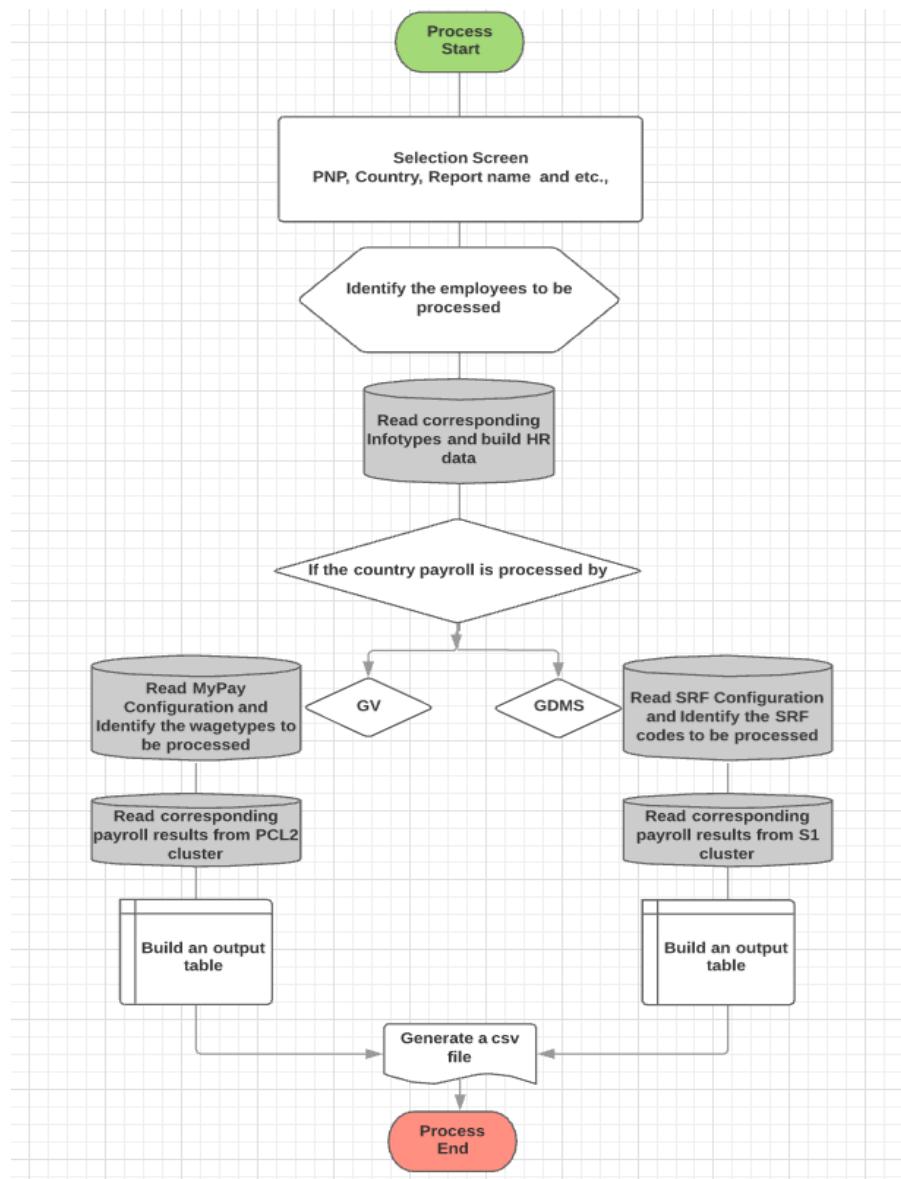
## Solution Overview

---

The key objective of GlobalView Workday ExPR interface is to:

- Provide a generic Interface program for customers to integrate their payroll data into their Workday systems.
- Allow customers to customize the environment to suit their special needs.

## Solution Architecture



## Solution Details

Program Name - ZI\_XADP\_M99\_WDI\_EXPR00

Transaction Code - ZIADP\_M99\_WDI\_EXPR

## Selection-Screen

**Workday ExPR Interface**

(

**Payroll period**

Payroll area  from  To

Current period  
 Other period

**Selection**

|                               |                                       |  |
|-------------------------------|---------------------------------------|--|
| Personnel Number              | <input type="text" value="10141054"/> |  |
| Global ID (IT0709)            | <input type="text"/>                  |  |
| Prev.Pers. number (IT0032)    | <input type="text"/>                  |  |
| Employment status             | <input type="text"/>                  |  |
| Company Code                  | <input type="text"/>                  |  |
| Payroll area                  | <input type="text" value="UM"/>       |  |
| Pers.area/subarea/cost center | <input type="text"/>                  |  |
| Employee group/subgroup       | <input type="text"/>                  |  |

**Payroll Engine**

GlobalView  Streamline

**Additional Selections**

|                       |                                      |  |
|-----------------------|--------------------------------------|--|
| Country Grouping      | <input type="text" value="10 USA"/>  |  |
| myPay Application     | <input type="text" value="INTPY"/>   |  |
| Report Name           | <input type="text" value="/INTPAY"/> |  |
| Earnings Wage Group   | <input type="text" value="B01"/>     |  |
| Deductions Wage Group | <input type="text" value="B02"/>     |  |

Should there be myPay client specific configuration then only choose the appropriate report ow.  
By default, the report /INTPAY will be picked up.

By default, all the Wage Groups categorized as 'Gross' in myPay configuration will be selected. User can choose F4 help and select other Wage Groups as well if those needs to be shown as Earnings in Workday

By default, all the Wage Groups categorized as 'Deductions' in myPay configuration will be selected. User can choose F4 help and select other Wage Groups as well if those needs to be shown as Deductions in Workday

**Output Options**

Test Run

**Destination Directory**

To Local PC   
 Server Download  Directory

Additional Selections  
are applicable to  
only GV  
clients

## ***Data Extraction***

### **If Payroll Engine = ‘GlobalView’**

- Should there be client-dependent configuration exists in myPay tables then that will be considered than a client-independent configuration
- Total Gross = Summation of all Earnings

**If Payroll Engine = ‘Streamline’:** Populate the SRF data for the codes which are configured in client-independent table ZXADP\_CON\_SRFCOD

### ***Output fields***

Each row represents one pay component (wage type) along with the following fields.

| Column Name | Description and Notes                                                                                                                                                                         | Field source<br>GV-WDI                                                                                                                                                                                                                                                                                                                  | Field source<br>GDMS-WDI   |
|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Batch_ID    | Process ID associated to the Payroll Results                                                                                                                                                  | <Pay_Group>_YYYYMMDDHHMMSS                                                                                                                                                                                                                                                                                                              | <Pay_Group>_YYYYMMDDHHMMSS |
| Pay_Group*  | Workday Reference ID for the Pay Group, or the external Pay Group code. If you use the external code, you configure the integration to map the external Pay Group code to a Workday Pay Group | IT0001- ZZABK_EXT (refer above for more info. On this field)<br><br>Otherwise.<br><br>Read it from Value mapping. The value mapping for the payroll area can be set up based on conditions on Company Code<br><br>Otherwise.<br><br>Read it from table ZXADP_WDI_WDFLD (non-Workday Integration clients)<br><br>Otherwise.<br><br>As-Is | Same as GV                 |

| Column Name           | Description and Notes                                                                                                          | Field source<br>GV-WDI                                                                                      | Field source<br>GDMS-WDI       |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|--------------------------------|
| Period_End_Date*      | The end date of the Pay Period. Format is yyyy-MM-dd                                                                           | RT-IPEND                                                                                                    | ZXADP_M99_PYPE<br>R-ENDDA      |
| Pay_Group_Currency_ID | Currency for the country associated with the Pay Group                                                                         | RT-WAERS                                                                                                    | ZXADP_M99_SRFD<br>OC-CLT_CURID |
| Delete_Result         | Set to 1 to delete the uploaded result (YES), set to 0 (zero) to keep the uploaded result (NO). If empty, keep the result (NO) |                                                                                                             |                                |
| Employee_ID*          | Employee Identifier                                                                                                            | P0709- PERSONID_EXT or P0032-PNALT based on client RoR<br><br>Read G2 Client-Specific configuration for RoR | Same as GV                     |
| Position_ID           | Employee Position ID associated with the Pay Group                                                                             | Empty                                                                                                       | Same as GV                     |
| Company_ID            | The company associated with the Pay Group                                                                                      | Empty                                                                                                       | Same as GV                     |
| Company_Currency_ID   | Currency for the country associated with the Company                                                                           | T001-WAERS for corresponding P0001-BUKRS                                                                    | ZXADP_M99_SRFD<br>OC-CLT_CURID |
| Payment_Date*         | Date of the payment. Format is yyyy-MM-dd                                                                                      | RT-PAYDT                                                                                                    | PERIOD INFO-PRL_PPD            |

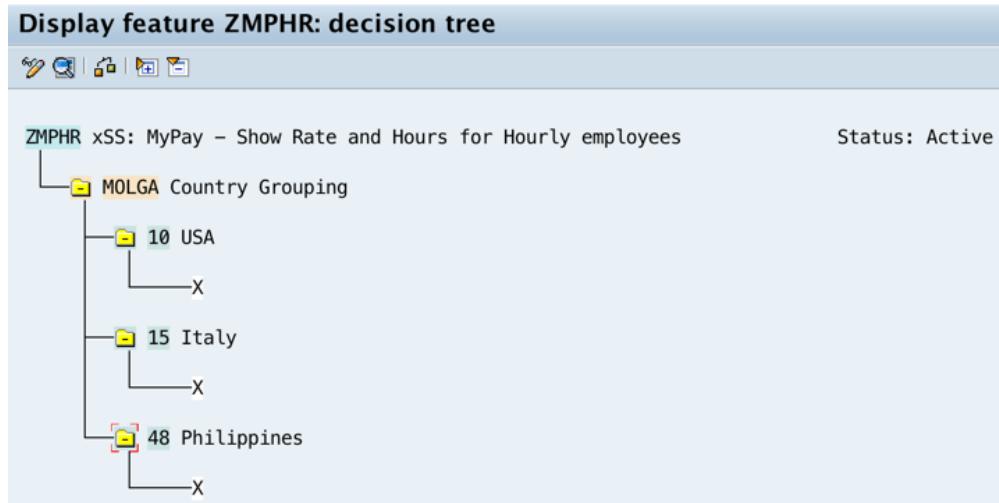
| Column Name  | Description and Notes                                                                                                                        | Field source GV-WDI                                                                                                                                        | Field source GDMS-WDI                                                                                                          |
|--------------|----------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| Check_Number | The number of the check. Additional Reference for the transaction                                                                            | Default “1”<br><br>When more than 1 row has the same key (fields highlighted with * mark) then this value is incremented by 1.                             | Default “1”<br><br>When more than 1 row has the same key (fields highlighted with * mark) then this value is incremented by 1. |
| Gross_Amount | Paid Amount before taxes and deductions                                                                                                      | Summation of Earnings<br><br>The amount shouldn't consist of any separators other than ‘.’ for decimals                                                    | TOTAL_GSL<br><br>The amount shouldn't consist of any separators other than ‘.’ for decimals                                    |
| Net_Amount   | Paid Amount subtracting allowable deductions and exemptions                                                                                  | The associated amount based on myPay Configuration for category type ‘P’<br><br>The amount shouldn't consist of any separators other than ‘.’ for decimals | TOTAL_NTP<br><br>The amount shouldn't consist of any separators other than ‘.’ for decimals                                    |
| Code*        | Code from the configuration table. Workday integration system maps this code to a corresponding Pay Component reporting work tag in Workday. | RT-LGART                                                                                                                                                   | ZXADP_CON_SRFC<br>OD-FLDNAM                                                                                                    |

| Column Name                | Description and Notes                                                                     | Field source<br>GV-WDI                                                                                                                            | Field source<br>GDMS-WDI                                                                                                                                                               |
|----------------------------|-------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Earning_or_Deduction*      | Indicates if the pay component is an Earning 'E' or Deduction 'D'                         | If Wage type falls in 'Earnings Wage Groups', then populate it as 'E'; Else if Wage type falls in 'Deduction Wage Groups' then populate it as 'D' | ZXADP_CON_SRFC<br>OD-SRFTYP                                                                                                                                                            |
| Recorded_Currency_ID       | Currency for balance recorded electronically                                              |                                                                                                                                                   |                                                                                                                                                                                        |
| Amount                     | Pay the amount in the Pay Group currency. Ensure that each Pay Group has a Country value. | RT-BETRG<br><br>The amount shouldn't consist of any separators other than '.' for decimals                                                        | Corresponding Amount for SRF Code<br><br>Should be extracted only when the value does not equal zero<br><br>The amount shouldn't consist of any separators other than '.' for decimals |
| Hours                      | Number of hours worked                                                                    | RT-ANZHL<br><br>The feature 'ZMPHR' needs to be configured (see below note)                                                                       |                                                                                                                                                                                        |
| Rate                       | Hourly Rate                                                                               | RT-BETPE<br><br>The feature 'ZMPHR' needs to be configured (see below note)                                                                       |                                                                                                                                                                                        |
| Amount_in_Company_Currency |                                                                                           | Empty                                                                                                                                             | Empty                                                                                                                                                                                  |

| Column Name    | Description and Notes | Field source | Field source |
|----------------|-----------------------|--------------|--------------|
|                |                       | GV-WDI       | GDMS-WDI     |
| Amount_in_Pay_ |                       | Empty        | Empty        |
| Group_Currency |                       |              |              |



Should 'Hours' and 'Rate' to be displayed *in output for GlobalView employees* then the following feature '**ZMPHR**' needs to be set up for that country as follows



### File Naming Convention

The following naming convention will be used for each CSV file

WDI\_OUT\_<SYSTEM><MANDT>\_EXPR\_<ISO-Country>\_<P0001-ABKRS>\_<yyyymmddhhmmss>.csv

Example: WDI\_OUT\_TD3002\_EXPR\_FR\_3M\_20180531101010.csv

### Sample file

A sample ExPR CSV file *Sample ExPR CSV output file.csv* is available from Confluence page:

[Related Documents for Workday Integration](#)

<https://confluence.es.ad.adp.com/display/euI/Related+Documents+for+Workday+Integration>

Also, refer to the [Update External Payroll Area in IT0001 \(ZZABK\\_EXT\)](#) instructions.

## GlobalView Configuration

This portion is subject to the myPay reference [GlobalView myPay - Consultant Guide](#)

### Client Independent Configuration



The client independent configuration is maintained in the Template system as part of the Standard solution. These are just mentioned here for reference and doesn't require any changes at the client level.

#### ***Wage Groups Definitions – View ZVADP\_M99\_GPYGRP***

The pay elements/wage types displayed in the report output can be categorized into the Wage groups or the buckets. The wage groups should be defined at the country level with each wage group assigned to an available standard payment category ensuring each wage group displays under specific sections in the report output.

| Application      |                                 | INTPY      | Interactive Payslips |  |
|------------------|---------------------------------|------------|----------------------|--|
| Country Grouping |                                 | 10         | USA                  |  |
| Pay Groups       |                                 |            |                      |  |
| Wage Group       | Wage Group Description          | Sort Order | Category             |  |
| B01              | Earnings                        | 1          | Gross                |  |
| B02              | EE Taxes                        | 2          | Deductions           |  |
| B03              | EE Benefits Pre-tax Deductions  | 3          | Deductions           |  |
| B04              | EE Benefits Post-Tax Deductions | 4          | Deductions           |  |
| B05              | Employee Deductions             | 5          | Deductions           |  |
| B06              | Net Pay                         | 6          | Net Pay              |  |
| B07              | Employer Contributions          | 7          | ER Contributions     |  |
| BFED             | Federal Taxable Wages           | 99         | Others               |  |

**Wage Group:** Technical field name of the Wage group or Salary bucket.

**Wage Group Description:** The name or description of the wage group that should be displayed in the output.

**Sort Order:** This field defines the display sequence of the Wage group in the output.

**Category:** Each wage group should be assigned to any one of the available standard payment categories and based on which the output display structure gets changed.



1. The category field differentiates the wage types into Earnings & Deductions.
2. Only the following categories will be considered from template configuration by default and rest will be ignored
  - a. 'Gross' = Interface consider the wage types as Earnings
  - b. 'Deductions' = Interface consider the wage types as Deductions
3. Should the interface have to consider any other configured categories other than Gross and Deductions then those must be inputted at Interface Selection-Screen fields 'Earnings Wage Groups' & 'Deduction Wage Groups' (Include them in Selection-Screen )

#### ***Wage groups - Report Parameters - View ZVADP\_M99\_GPYPAR***

All the pay elements or wage types to be displayed in the myPay should be maintained here. It is considered as the exact replica of all the components maintained in template payslip PE51 form at the country level.

This configuration is maintained at a country level alongside the Report name. The template report name is '/INTPAY' for Interactive payslips. Multiple reports can be created with different wage parameters at the country level if required.

| Wage Groups - Report parameters |                            |         |                 |            |            |         |                                     |                          |  |
|---------------------------------|----------------------------|---------|-----------------|------------|------------|---------|-------------------------------------|--------------------------|--|
| Wage Group                      | Wage Group Description     | Seq No. | WT Source       | Wage Ty... | Cumu.Class | Eval.cl | Spec.of eval.class                  | Change Sign              |  |
| B01                             | Earnings                   | 1       | Cumulation c... | 01         | 0          |         |                                     | <input type="checkbox"/> |  |
| B02                             | EE Taxes                   | 1       | Evaluation c... |            | 2          | 02      | <input checked="" type="checkbox"/> |                          |  |
| B03                             | EE Benefits Pre-tax Dedu.. | 1       | Evaluation c... |            | 2          | 06      | <input type="checkbox"/>            |                          |  |
| B04                             | EE Benefits Post-Tax De... | 1       | Evaluation c... |            | 2          | 08      | <input checked="" type="checkbox"/> |                          |  |
| B05                             | Employee Deductions        | 1       | Evaluation c... |            | 2          | 03      | <input type="checkbox"/>            |                          |  |
| B05                             | Employee Deductions        | 2       | Evaluation c... |            | 2          | 11      | <input type="checkbox"/>            |                          |  |
| B06                             | Net Pay                    | 1       | Wage Type       | /560       | 0          |         |                                     | <input type="checkbox"/> |  |
| B07                             | Employer Contributions     | 1       | Evaluation c... |            | 2          | 07      | <input type="checkbox"/>            |                          |  |
| B07                             | Employer Contributions     | 2       | Evaluation c... |            | 2          | 09      | <input type="checkbox"/>            |                          |  |
| BFED                            | Federal Taxable Wages      | 1       | Wage Type       | /701       | 0          |         |                                     | <input type="checkbox"/> |  |

**Wage group:** The group or bucket name of the wage components.

**Sequence No:** The display sequence number of the wage components within the wage group.

**WT Source:** The source to determine the wage components. It is possible to configure with the direct Wage types, Cumulation class or the Evaluations classes.

**Wage Type:** If any wage types are fixed and standard like the /560 for Net pay can be maintained directly. This field is only active if the WT source is selected as ‘Wage Type’.

**Cumulation class:** The wage components can Also, be maintained with the associated Cumulation classes. The cumulations from 01 – 99(WT /101 - /199) can be maintained based on the availability of a specific country. If the cumulation class is maintained, then all the WTs cumulated into that specific secondary wage type are included in the wage group and considered for display in the report.

**Evaluation class:** The wage components can Also, be maintained using the evaluation classes like the PE51 configuration. The allowed evaluation classes from 01 – 20 based on the country can be maintained here.

**Specification of evaluation class:** The value of the selected evaluation class should be maintained here. Like the 01-evaluation class with specification as D0.

Change sign: If the wage component values to be displayed with the opposite sign then this field should be flagged. Like deductions with negative sign can be displayed as positive values if this field is flagged.



It is always suggested to map the wage types with its attributes like evaluation or cumulation classes instead of hard-coding of wage types even with the client-specific configuration.

## Client Dependent Configuration



The client-specific configuration is ONLY required if the standard template setup is not suitable for client requirements or/and the client requires additional customization.

The application should be used for this myPay solution is 'INTPY' and all these client-specific components can be accessed through the area menu ZMYPAY → Client Configuration

### ***Wage Groups – Client Definitions – View ZVADP\_M99\_CPYGRP***

This table is required to be maintained only if the Wage groups defined in the client independent/template tables are not suitable for the client requirements. This table takes the priority over the template entries for displaying and if no entry exists in this table then only the client independent/template entries will be considered.

| Display View "Wage Groups Definitions": Overview |                             |            |                      |  |
|--------------------------------------------------|-----------------------------|------------|----------------------|--|
|                                                  |                             |            |                      |  |
| Application                                      |                             | INTPY      | Interactive Payslips |  |
| Country Grouping                                 |                             | 10         | USA                  |  |
| Wage Groups Definitions                          |                             |            |                      |  |
| Wage Group                                       | Wage Group Description      | Sort Order | Category             |  |
| B01                                              | Earnings                    | 1          | Gross                |  |
| B02                                              | EE Taxes                    | 2          | Deductions           |  |
| B03                                              | Emp. Benefits Pre-tax ded.  | 3          | Deductions           |  |
| B04                                              | Emp. Benefits Post-Tax ded. | 4          | Deductions           |  |
| B05                                              | Employees Deductions        | 5          | Deductions           |  |

**Wage Group:** Technical field name of the Wage group or bucket.

**Wage Group Description:** The name or description of the wage group that should be displayed in the output.

**Sort Order:** This field defines the display sequence of the Wage group in the output.

**Category:** Each wage group should be assigned to one of the available standard payment categories and based on which the output display structure gets changed.



1. Client Dependent configuration should be created only with ‘Application’ = ‘INTPY’
2. ‘Category’ field differentiates the wage types into Earnings & Deductions.
3. Only the following categories should be used
  - a. ‘Gross’ = Interface consider the wage types as Earnings
  - b. ‘Deductions’ = Interface consider the wage types as Deductions

#### ***Wage Groups - Client Report Parameters - View ZVADP\_M99\_CPYPAR***

All the pay elements or wage types to be displayed in the report should be maintained here. If the client requirements don't get satisfied with the template parameters for the country, then the client-specific parameters can be maintained with different report names in this table.

Here Also, the wage components can be maintained using the cumulation class, evaluation -class and direct wage types. In addition to maintaining the client-specific configuration; this table also allows the following flexibility.

1. To display the customer business description for the specific wage types; for this, the WT source should be chosen as the ‘Wage Type’. Then it allows maintaining the wage type code and descriptions as required.
2. Multiple wage types can be summarized and displayed as a single line in the report output. For this, the wage types should be maintained with the same sequence number.

3. In both the above cases if the wage types are also maintained as part of the cumulation or evaluation class, but the wage types are displayed only once in the report output.

| Display View "Wage Groups - Client Report parameters": Overview |                             |        |                      |                 |                  |           |    |     |             |         |                                     |                                     |  |
|-----------------------------------------------------------------|-----------------------------|--------|----------------------|-----------------|------------------|-----------|----|-----|-------------|---------|-------------------------------------|-------------------------------------|--|
|                                                                 |                             |        |                      |                 |                  |           |    |     |             |         |                                     |                                     |  |
| Application                                                     |                             | PYHIS  | Employee Pay History |                 | Country Grouping |           | 10 | USA | Report Name |         | TEST_REP1                           |                                     |  |
| Wage Groups - Client Report parameters                          |                             |        |                      |                 |                  |           |    |     |             |         |                                     |                                     |  |
| Wage Group                                                      | Wage Group Description      | Seq No | Rec No               | WT Source       | Wage Type        | Wage Text |    |     | Cumu.Class  | Eval.cl | Spec.of eval.class                  | Change Sign                         |  |
| B01                                                             | Earnings                    | 1      | 1                    | Cumulation c... |                  |           |    |     | 01          | 0       |                                     | <input type="checkbox"/>            |  |
| B02                                                             | Total Gross                 | 1      | 1                    | Wage Type       | /101             |           |    |     | 0           |         |                                     | <input type="checkbox"/>            |  |
| B03                                                             | EE Taxes                    | 1      | 1                    | Evaluation c... |                  |           |    |     | 2           | 02      |                                     | <input type="checkbox"/>            |  |
| B04                                                             | Emp. Benefits Pre-tax de... | 1      | 1                    | Evaluation c... |                  |           |    |     | 2           | 06      | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |  |
| B05                                                             | Emp. Benefits Post-Tax ...  | 1      | 1                    | Evaluation c... |                  |           |    |     | 2           | 08      | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |  |
| B06                                                             | Employees Deductions        | 1      | 1                    | Evaluation c... |                  |           |    |     | 2           | 03      | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |  |
| B06                                                             | Employees Deductions        | 2      | 1                    | Evaluation c... |                  |           |    |     | 2           | 11      | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |  |
| B07                                                             | Total Deductions            | 1      | 1                    | Wage Type       | /110             |           |    |     | 0           |         |                                     | <input checked="" type="checkbox"/> |  |
| B07                                                             | Total Deductions            | 2      | 1                    | Evaluation c... |                  |           |    |     | 2           | 02      | <input type="checkbox"/>            | <input type="checkbox"/>            |  |
| B08                                                             | Net Pay                     | 1      | 1                    | Wage Type       | /560             |           |    |     | 0           |         |                                     | <input type="checkbox"/>            |  |
| B09                                                             | Employer Contributions      | 1      | 1                    | Cumulation c... |                  |           |    |     | 09          | 0       |                                     | <input type="checkbox"/>            |  |

The custom report parameters can be maintained the same as template parameters as below.

**Wage group:** The group or bucket name of the wage components and this can be chosen from the available options.

**Sequence No:** The display sequence number of the wage components within the wage group. The same sequence number should only be maintained for the wage types required to be combined and displayed as a single line in the output.

**Record No:** The record number to be maintained only for the wage types with the same sequence number to form the unique key combination.

**WT Source:** The source to determine the wage components. It is possible to configure with the direct Wage types, Cumulation class or the Evaluations classes.

**Wage Type:** If any wage types are fixed and standard like the /560 for Net pay can be maintained directly. This field is only active if the WT source is selected as 'Wage Type'.

**Wage Type Text:** This should be maintained if the standard wage types description to be overwritten with this customer-specific description in the output.

**Cumulation class:** The cumulation classes from 01 – 99(WT /101 - /199) can be maintained based on availability for a specific country. If the cumulation class is maintained, then all the WTs cumulated into that specific secondary wage type are included in the wage group and then in the report output.

**Evaluation class:** The wage components can Also, be maintained using the evaluation classes like the PE51 configuration. The allowed evaluation classes from 01 – 20 based on the country can be maintained here.

**Specification of evaluation class:** The value of the selected evaluation class should be maintained here. Like the 01-evaluation class with specification as D0.

**Change sign:** If the wage component values to be displayed with the opposite sign then this field should be flagged. Like deductions with the negative signs to be displayed positive values.

#### ***Wage Types – Exclusion - View ZVADP\_M99\_CPYEXC***

The wage types mapping is normally done using the evaluation and cumulation classes to make it as generalized and less impacted with new custom wage types. In some cases, it is required to configure all the wage types in a specific evaluation or cumulation class except one or few wage types. This table is provided to exclude the set of wage types from defined wage groups for a report and country.

| Exclude Wagetypes |                        |            |      |                                                                                |                                     |
|-------------------|------------------------|------------|------|--------------------------------------------------------------------------------|-------------------------------------|
| Wage Group        | Wage Group Description | Wage Ty... | Rule | Exclusion Fields                                                               |                                     |
| B01               | Earnings               | 1001       | 01   | All<br>Amount<br>YTD Amount<br>Amount & YTD<br>Rate<br>Number<br>Rate & Number | <input checked="" type="checkbox"/> |

The wage types and corresponding wage groups to be excluded should be listed in this table.

**Wage Type:** If the wage type is entered then the specific wage type will be excluded based on the Rule condition. If the wage type is empty, then the entire wage group will be excluded.

**Rule:** The rule is assigned to a piece of variable information and conditions. The system checks whether the conditions defined in the Rule are TRUE to exclude the wage types. The rules are defined in the next step.

**Exclusion Fields:** This allows in hiding the entire wage type line from myPay or only specific fields like YTD value and Rate or Number for Hourly and HCE employees. The entry 'All' should be used to hide the complete wage type line.

#### ***Wage Types – Exclusion Rules - View ZVADP\_M99\_CPYEXR***

The rules are a combination of conditions and these can be defined at the country level. The rules configuration is like PE51 rules and works in the same manner. The same rule can be assigned to multiple exclusions within the same country.

| Rule | No | C.. | Field Name            | T.. | C... | Comp. Value | Actions |
|------|----|-----|-----------------------|-----|------|-------------|---------|
| 01   | 1  |     | Payment Date          | N   | GE   | 20170301    |         |
| 01   | 2  |     | Retro (FPPER <> I...) | C   | NE   | X           |         |

**Rule:** Numeric indicator for a rule. This indicator is to allocate the rule to information.

**Sequence Number:** Enter the sequential number to process the conditions in order.

**Subsequent rule indicator:** This controls the processing of other rule lines. The meaning of the individual subsequent rule indicator depends on the previous condition.

**Field Name:** The field name to be used for condition check. The allowed fields are as below;

- In-Period

- 
- Payroll Type
  - Payroll Identifier
  - In-Period End date
  - Payment Date
  - Amount
  - Currency
  - Rate and Number (For Hourly Employees)
  - YTD Amount

**Comparison type:** C→ Character comparison, N→ Numeric comparison

**Comparison Operator:** Operation to be carried out. EQ, NE, GE, GT, LE, LT, and CS.

**Comparison Value:** The value which should be compared with the information stored in the Field name.

### **myPay – Employee Level Reconciliation Report**

This reconciliation report compares the employee wise myPay bucket values with the actual Gross, Deduction and Net values. The comparison is for both pay period and YTD values. Employees with differences in myPay vs. actual Gross-Net values are highlighted in red. Drilling down to the myPay wage types values for the selected record is supported.

**Transaction:** ZRADP\_M99\_MYPAY\_REC

## Selection-Screen

The screenshot displays the 'myPay - Employee level reconciliation report' selection screen. It includes fields for selecting a period (Today, Up to today, Other period, Payroll period), personnel details (Personnel Number, Global ID, Prev.Pers. number), employment status, and payroll areas. Under 'Report Selections', there are options for Country Grouping (set to 10), Report Name, and checkboxes for 'Consider deductions sign as negative' and 'Reconcile YTD values as well'. The 'Display options' section shows Gross Wage Types (/101) and Net Wage Types (/560).

- The program allows selecting specific periods and employees under a country for comparison
- The **Report Name** can be entered on screen or it can read from the feature ZIPWT.
- If the option '**Consider deductions sign as negative**' is not marked, then program multiplies deduction components with -1.
- If the '**Reconcile YTD values as well**' is marked, then the system performs the myPay Vs Actual comparison on YTD values as well.
- **Gross Wage Types** are used to calculate the Actual Gross amount. It defaults/101 and it can be changed as required.
- **Net Wage Types** are used to calculate the Actual Net amount. It defaults/560 and it can be changed as required.

## Output

The output screen shows the employee and period wise summary comparing the myPay Vs Actual Gross-Net values. The output shows the Gross, Deductions and Net components in separate columns for both myPay and Actual values. It performs the comparison between them and highlights any difference record in red color for further evaluation.

| myPay - Employee level reconciliation report |              |                                  |          |              |             |              |            |           |           |            |            |             |            |            |            |            |          |
|----------------------------------------------|--------------|----------------------------------|----------|--------------|-------------|--------------|------------|-----------|-----------|------------|------------|-------------|------------|------------|------------|------------|----------|
| Pers.No.                                     | Person ID    | Employee/app.name                | Sequence | Payment date | myPay Gross | Actual Gross | myPay Dedu | Act Dedu. | myPay Net | Actual Net | myPayGrYTD | ActCtrs YTD | myPayDdYTD | ActDed YTD | myPayNtYTD | ActNet YTD | Currency |
| 10010097                                     | 10010097     | Mr Tub Testing CT                | 128      | 25.01.2016   | 10,000.00   | 10,000.00    | 3,469.73   | 3,469.73  | 6,530.27  | 6,530.27   | 10,000.00  | 10,000.00   | 3,469.73   | 3,469.73   | 6,530.27   | 6,530.27   | USD      |
| 10010108                                     | 10010108     | Mr Tub Testing NM                | 90       | 25.01.2016   | 10,000.00   | 10,000.00    | 3,278.71   | 3,278.71  | 6,721.29  | 6,721.29   | 10,000.00  | 10,000.00   | 3,278.71   | 3,278.71   | 6,721.29   | 6,721.29   | USD      |
| 10010110                                     | 1019560602T1 | Mr Tub Testing NC                | 80       | 25.01.2016   | 10,000.00   | 10,000.00    | 2,639.96   | 2,639.96  | 7,360.04  | 7,360.04   | 10,000.00  | 10,000.00   | 2,639.96   | 2,639.96   | 7,360.04   | 7,360.04   | USD      |
| 10010111                                     | 10010111     | Mr Tub Testing OK                | 51       | 25.01.2016   | 20,000.00   | 20,000.00    | 7,653.56   | 7,653.56  | 12,346.44 | 12,346.44  | 20,000.00  | 20,000.00   | 7,653.56   | 7,653.56   | 12,346.44  | 12,346.44  | USD      |
| 10010115                                     | 10010115     | Mr Tub Testing RI                | 81       | 25.01.2016   | 20,000.00   | 20,000.00    | 8,139.94   | 8,139.94  | 11,860.06 | 11,860.06  | 20,000.00  | 20,000.00   | 8,139.94   | 8,139.94   | 11,860.06  | 11,860.06  | USD      |
| 10010120                                     | 10010120     | Mr Test HI                       | 78       | 25.01.2016   | 55,000.00   | 55,000.00    | 26,578.86  | 26,578.86 | 28,421.14 | 28,421.14  | 55,000.00  | 55,000.00   | 26,578.86  | 26,578.86  | 28,421.14  | 28,421.14  | USD      |
| 10010126                                     | 10010126     | Mr Test OR                       | 89       | 25.01.2016   | 10,000.00   | 10,000.00    | 3,736.50   | 3,736.50  | 6,263.50  | 6,263.50   | 10,000.00  | 10,000.00   | 3,736.50   | 3,736.50   | 6,263.50   | 6,263.50   | USD      |
| 10010143                                     | 1019560602T1 | Mr Tub Testing TN                | 79       | 25.01.2016   | 10,000.00   | 10,000.00    | 2,996.50   | 2,996.50  | 7,003.42  | 7,003.42   | 10,000.00  | 10,000.00   | 2,996.58   | 2,996.58   | 7,003.42   | 7,003.42   | USD      |
| 10010175                                     | 1019560602T1 | Mr Tub Testing IL                | 110      | 25.01.2016   | 10,000.00   | 10,000.00    | 3,300.43   | 3,300.43  | 6,699.57  | 6,699.57   | 10,000.00  | 10,000.00   | 3,300.43   | 3,300.43   | 6,699.57   | 6,699.57   | USD      |
| 10010177                                     | 10010177     | Mr Cyclic Testing NY withholding | 79       | 25.01.2016   | 10,000.00   | 10,000.00    | 2,989.97   | 2,989.97  | 7,010.03  | 7,010.03   | 10,000.00  | 10,000.00   | 2,989.97   | 2,989.97   | 7,010.03   | 7,010.03   | USD      |
| 10010179                                     | 10010179     | Mr Tub Testing ME                | 79       | 25.01.2016   | 10,000.00   | 10,000.00    | 3,495.73   | 3,495.73  | 6,504.27  | 6,504.27   | 10,000.00  | 10,000.00   | 3,495.73   | 3,495.73   | 6,504.27   | 6,504.27   | USD      |
| 10010181                                     | 10010181     | Mr Tub Testing MN                | 89       | 25.01.2016   | 10,000.00   | 10,000.00    | 3,622.55   | 3,622.55  | 6,377.45  | 6,377.45   | 10,000.00  | 10,000.00   | 3,622.55   | 3,622.55   | 6,377.45   | 6,377.45   | USD      |
| 10010192                                     | 10010192     | Mr Tub Testing VT                | 111      | 25.01.2016   | 20,000.00   | 20,000.00    | 7,960.42   | 7,960.42  | 12,039.58 | 12,039.58  | 20,000.00  | 20,000.00   | 7,960.42   | 7,960.42   | 12,039.58  | 12,039.58  | USD      |
| 10010573                                     | 10010573     | Mr Test OR01                     | 35       | 25.01.2016   | 40,000.00   | 40,000.00    | 19,019.93  | 19,019.93 | 20,980.07 | 20,980.07  | 40,000.00  | 40,000.00   | 19,019.93  | 19,019.93  | 20,980.07  | 20,980.07  | USD      |
| 10010574                                     | 10010574     | Ms FED S.0 2016 LOW              | 63       | 25.01.2016   | 200.00      | 200.00       | 16.63      | 16.63     | 183.37    | 183.37     | 200.00     | 200.00      | 16.63      | 16.63      | 183.37     | 183.37     | USD      |
| 10010575                                     | 10010575     | Mr FED S.0 2016 Med              | 94       | 25.01.2016   | 5,000.00    | 5,000.00     | 1,505.90   | 1,505.90  | 3,494.10  | 3,494.10   | 5,000.00   | 5,000.00    | 1,505.90   | 1,505.90   | 3,494.10   | 3,494.10   | USD      |
| 10010576                                     | 10010576     | Ms 2016 high FED 5.0             | 65       | 25.01.2016   | 904.08-     | 904.08-      | 0.00       | 0.00      | 904.08-   | 904.08-    | 0.00       | 0.00        | 904.08-    | 904.08-    | 0.00       | 0.00       | USD      |
| 10010590                                     | 10010590     | Ms DC work DC resident           | 65       | 25.01.2016   | 10,000.00   | 10,000.00    | 3,636.23   | 3,636.23  | 6,363.77  | 6,363.77   | 10,000.00  | 10,000.00   | 3,636.23   | 3,636.23   | 6,363.77   | 6,363.77   | USD      |
| 10010591                                     | 1019580715D  | Ms DC work WI res                | 57       | 25.01.2016   | 50,000.00   | 50,000.00    | 24,672.48  | 24,672.48 | 25,327.52 | 25,327.52  | 50,000.00  | 50,000.00   | 24,672.48  | 24,672.48  | 25,327.52  | 25,327.52  | USD      |
| 10010592                                     | 10010592     | Ms 2013 test OSS 1836745         | 25       | 25.01.2016   | 3,000.00    | 3,000.00     | 1,485.14   | 1,485.14  | 1,514.86  | 1,514.86   | 3,000.00   | 3,000.00    | 1,485.14   | 1,485.14   | 1,514.86   | 1,514.86   | USD      |

The logic to calculate the Gross to Net columns are as below.

**myPay Gross:** Total of all the ‘Gross’ buckets components (with payment category as ‘E’).

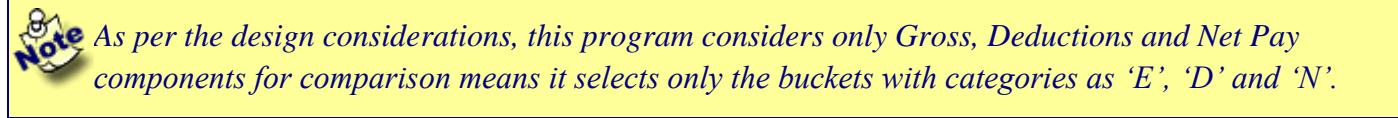
**myPay Deductions:** Total of all the ‘Deductions’ buckets components (with category as ‘D’).

**myPay Net:** Total of all the ‘Net Pay’ buckets components (with category as ‘P’).

**Actual Gross:** Total of Gross Wage types values entered in selection-screen (Defaulted to /101).

**Actual Net:** Total of Net Wage types values entered in selection-screen (Defaulted to /560).

**Actual Deductions:** Actual Gross – Actual Net



| Pers.No. | Empl./appl.name   | Sequence | Payment date | Sort Order | Wage Group | Wage Group | Seq. No. | Category | C WT | Wage Type Long Text | Σ Wage Amount                     | Σ YTD Amount | Currency        |     |
|----------|-------------------|----------|--------------|------------|------------|------------|----------|----------|------|---------------------|-----------------------------------|--------------|-----------------|-----|
| 10010097 | Mr Tub Testing CT | 128      | 25.01.2016   | 1          | B01        | Earnings   | 3        | E        | 00   | 1003                | Salary Exempt                     | 10,000.00    | 10,000.00       | USD |
|          |                   |          |              |            |            | Earnings   |          |          |      |                     |                                   | ▪ 10,000.00  | ▪ 10,000.00 USD |     |
| 10010097 | Mr Tub Testing CT | 128      | 25.01.2016   | 5          | B02        | EE Taxes   | 2        | D        | 01   | /401                | TX Withholding Tax Federal        | 2,167.23-    | 2,167.23-       | USD |
| 10010097 | Mr Tub Testing CT | 128      | 25.01.2016   | 5          |            |            | 2        | D        | 02   | /401                | TX Withholding Tax Connecticut    | 537.50-      | 537.50-         | USD |
| 10010097 | Mr Tub Testing CT | 128      | 25.01.2016   | 5          |            |            | 4        | D        | 01   | /403                | TX EE Social Security Tax Federal | 620.00-      | 620.00-         | USD |
| 10010097 | Mr Tub Testing CT | 128      | 25.01.2016   | 5          |            |            | 5        | D        | 01   | /405                | TX EE Medicare Tax Federal        | 145.00-      | 145.00-         | USD |
|          |                   |          |              |            |            | EE Taxes   |          |          |      |                     |                                   | ▪ 3,469.73-  | ▪ 3,469.73- USD |     |
| 10010097 | Mr Tub Testing CT | 128      | 25.01.2016   | 6          | B06        | Net Pay    | 1        | P        | 00   | /560                | Amount to be paid                 | 6,530.27     | 6,530.27        | USD |
|          |                   |          |              |            |            | Net Pay    |          |          |      |                     |                                   | ▪ 6,530.27   | ▪ 6,530.27 USD  |     |

## GlobalView Implementation Guidelines



1. myPay Configuration allows to group the wage types into several categories whereas ExPR Interface allows to group the wage types into only 2 categories such as Earnings or Deductions so by default the Interface considers the wage types which are configured under ‘Gross’ category as ‘Earnings’ and the wage types which are configured under ‘Deductions’ category as ‘Deductions’.
2. The wage types which are grouped under other categories except ‘Gross’ and ‘Deductions’ have to be discussed with the client to report them either as ‘Earnings’ or ‘Deductions’ and then to be added in Interface selection screen parameters ‘Earnings Wage Groups’ and ‘Deduction Wage Groups’.  
For example. The wage types grouped under category ‘Employer Contributions’ need to be treated as ‘Earnings’ in case the client wants to show them in Workday as ‘Earnings’ then ‘Employer Contributions’ must be selected using F4 help from Interface Selection Screen parameter ‘Earnings Wage Groups’.

| Step | Description                                                                                      | Notes and link to resources                                                                                                                                                                                                                                           |
|------|--------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1    | Review myPay Template setup for a specific country to check all the client wage types are mapped | Run the Pay Parameters Mapping - Extraction Tool ZRADP_M99_PYPAR_EXTR in the client environment to identify any client customization deviation from the Template setup.<br><br>Refer to the <b>Pay Parameters Mapping - Extraction Tool</b> section for more details. |

| Step | Description                                                                                                                                                                                          | Notes and link to resources                                                                                                                                                                                                                           |
|------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2    | If there are no anomalies find between the template myPay setup and client PE51 payslip form, then template myPay Setup can be used.                                                                 | Go to step 4.                                                                                                                                                                                                                                         |
| 3    | If the clients have customized their payroll solution and have deviated from the GlobalView template, then a minimum mapping exercise would need to be completed to apply the client-specific setup. | Run the Pay Parameters Mapping – Configuration Utility ZUADP_M99_PYPAR_UTIL to copy the template setup to client-specific setup and then make the necessary adjustments.<br><br>Refer <b>Client Dependent configuration</b> section for more details. |
| 4    | Reconcile the Employee level myPay values with Actual Gross-Net values                                                                                                                               | Run the myPay – Employee Level Reconciliation Report ZRADP_M99_MYPAY_REC to identify any deviation with respect to the Gross-Net setup.<br><br>Refer to the <b>myPay – Employee Level Reconciliation Report</b> section for more details.             |

## Integration Process Flow

Inbound External Payroll Results integration in the Workday system imports the payroll results from GlobalView system using the following process:

- GlobalView system generates the payroll results file and sends it to a location known to the integration i.e., /interfaces/[SID]/GLOBALVIEWE[xxx]/get/
- Launch the integration via batch schedule or manually

- The integration retrieves the file according to the Document Retrieval configuration
- Results Error File will be attached to the Integration Event under Output Files
- The integration processes each row on the file removes erroneous records, returns error messages to the integration event in case of any, then imports all valid records and applies a single batch ID if the batch ID is not supplied in the file when launching the integration
- The errors can be corrected and resubmitted manually. When resubmitting the records, look at the batch ID from the last successful run and re-enter it manually into a file. The corrected records are also loaded into Workday with the same batch ID in Workday

## **Delete Payroll Results**

Whenever the Payroll result in the Workday system must be deleted for whatsoever reason then it must be done manually. For example:

- ExPR generated an incomplete pay result
- The payroll result deleted in GlobalView wherein payroll will not be processed again to correct the issue

### ***Prerequisites***

- Batch ID exists for the integration (use the Create Batch ID task).
- Payroll Interface generates an output file with incomplete results.

### ***Steps***

1. Access the Delete by *Batch ID* task.
2. Select *Delete External Payroll Result*.
3. Click OK.
4. Select the *Batch ID* for the Payroll Interface integration.
5. Click OK. The Background Process report appears.
6. View the status in Process Info and Messages in the Background Process report.

### ***Validations at Workday***

- Employee ID: Error if the provided employee ID does not match with any employee in Workday
- Pay Group
  - Error if the provided pay group does not match that of the employee for that pay period
  - If the employee changes pay group mid pay period, we will check against all pay groups the employee belongs to for that pay period
- Position, Company: No error, Workday will identify the right values to be used, see Derived Values

### **References**

Workday Community Reference - [External Payroll Results Inbound](#)

myPay Reference - [GV myPay - Consultant Guide v2.0.docx](#)

# Event-Driven Integration

## Solution Overview

### What is EDI and how does it work?

Workday Event-Driven Integration, or EDI, is essentially a *Payroll Effective Change Interface* (PECI) staffing event submitted for a single employee without the wait time associated with PECI batch processing. An EDI transaction contains the same fields as a PECI batch extract and uses the same PECI process flows: the new hire data is transformed into a G2 file, uploaded and processing messages are logged. The quick turnaround time allows faster corrections when Workday data cause GlobalView validation errors.

### PECI, EDI and Future Staffing Events

Workday's additional pay period attribute supports EDI [future events](#) for up to 2 future pay periods. However, the scenarios below are not recommended:

1. Sending a Future EDI TERM sent for a pending future NH since technically the employee has yet to be hired in GlobalView.
2. Sending an EDI HIRE followed by EDI TERM (a rare scenario). Calculated fields may not work correctly.



For EDI Future Termination successful processing, clients with Compensation calculated fields (Payscale Type, Area, Level, + Group) must include logic checking whether the Payscale field is empty or not-empty for termination staffing events.

For EDI Future Termination successful processing, clients with Compensation calculated fields (Payscale Type, Area, Level, + Group) must include logic checking whether the Payscale field is Empty or Non-Empty for termination staffing events.

### EDI Hire Date Corrections and Rescinds

Hire Dates may be corrected for an EDI transaction. Likewise, an EDI hire may be rescinded. These only generate an inbox output if there were errors processing the rescind or correction but normally transformation errors will not prevent the rescind or correction from occurring.

Data corrections via EDI are not supported.

## Comparing PECI and EDI

Although EDI integrates the same Workday fields as PECI below are some differences between PECI and EDI.

NOTE: Workday is investigating an issue with future terminations.

|                    | PECI Standard Connector                                                                                                                                                                                                                                        | EDI                                                                                                                                                                                                                                                                                            |
|--------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Scope</b>       | <p>Supports all staffing events (Hires, Rehires, Terminations, LOA/RFL).</p> <p>Future New Hires may be extracted by PECI depending on Workday's integration attribute Number Of Additional Pay Periods.</p> <p>Supports rescinds for all staffing events.</p> | <p>Limited to processing Workday New Hires and Re-hires.</p> <p>Future New Hires and Future Terminations may be extracted by EDI depending on Workday's integration attribute Number Of Additional Pay Periods.</p> <p>Supports rescinds for hire, rehire and termination staffing events.</p> |
| <b>Corrections</b> | Supports both date corrections and data corrections for Hires and Terminations                                                                                                                                                                                 | Only date corrections are supported <sup>2</sup> for Hires and Terminations.                                                                                                                                                                                                                   |
| <b>Volume</b>      | Good for processing a large number of new hires. PECI extracts all new hires and employee changes made since the last successful extract.                                                                                                                      | Good for exception processing. EDI allows one employee per submitted transaction.                                                                                                                                                                                                              |

---

<sup>2</sup> Rescinds and date corrections do not produce an inbox notification unless a G2 error was generated. Transformation errors do not typically prevent the rescind or correction from completion.

|                           | PECI Standard Connector                                                                                                                                                                                                                                       | EDI                                                                                                                                                                                                                                           |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Data Flow</b>          | All PECI data is passed from Workday to GlobalView using SFTP                                                                                                                                                                                                 | New Hire/Rehire/Termination data is passed between Workday and GlobalView, including G2 log messages, using APIs.<br><br>NOTE: see the <a href="#">New Hire Loaded with Messages</a> section for more information related to corrections.     |
| <b>Storage</b>            | Workday sends an XML file that is stored in the GlobalView server's <b>\PUT</b> folder while waiting for the daily PECI batch to kick off transformation followed by the G2 upload process. Post-processing the G2 is moved from <b>\PUT</b> to <b>\OLD</b> . | Workday sends an API (HTTP base64 encoded message) containing EDI data which is stored in the GlobalView EDI Data table <b>ZXADP_CON_EDIFLS</b> <sup>3</sup> and immediately kicks off transformation <sup>4</sup> and the G2 upload process. |
| <b>Processing</b>         | Batch processing: results, including validation errors, are sent via email communication after the G2 upload process completes.                                                                                                                               | Near Real-time processing: results, including validation errors, are available in minutes in Workday's inbox.                                                                                                                                 |
| <b>G2 Log Messages</b>    | GlobalView sends email notifications containing G2 Log messages to designated recipients                                                                                                                                                                      | GlobalView log messages are viewed directly from Workday and, in some cases, are enhanced.                                                                                                                                                    |
| <b>Making Corrections</b> | Errors received via email notification are corrected and picked up in the next standard connector extract.                                                                                                                                                    | G2 errors from the EDI process may be corrected and resubmitted using EDI processing until the employee is successfully hired or terminated in GlobalView.                                                                                    |

<sup>3</sup> Transaction **ZTADP\_CON\_EDI\_CLUT** is periodically run to purge table entries.

<sup>4</sup> G2 created from EDI is placed in the server's **\PUT** folder and the G2 load process moves the file to the **\OLD** folder.

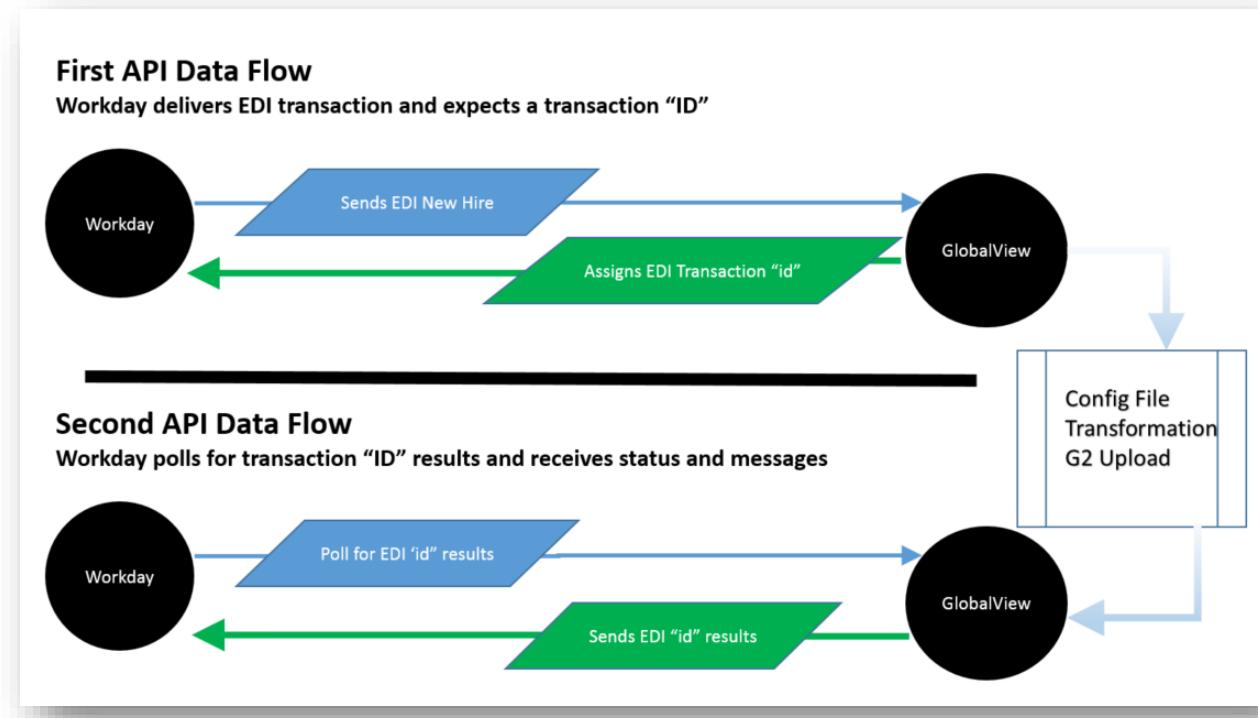
The [Load Summary Report Troubleshooting Utility](#) tool for PECI files includes a tab specifically for [Event-Driven Integration](#) data.

## EDI Processing

The key EDI process steps are:

- 1.) Workday's *Review Event-Driven Integration for the Third-Party Payroll* business process triggers an on-demand PECI.
- 2.) GlobalView responds to Workday with a unique transaction to identify the New Hire event.
- 3.) Upon receipt of the unique EDI transaction id, Workday will poll for the EDI transaction results.
- 4.) GlobalView sends EDI status and processing results to Workday.

Users viewing results in their Workday inbox. For EDI new hires, the Workday inbox contains a link to proceed to the ADP Local Payroll Data tab indicating the new hire was uploaded in GlobalView. When the EDI process includes error messages Workday's Inbox display in English allowing the new hire correction and resubmission. The same basic flow applies to EDI terminations except there is no Inbox notification unless the process ended with errors.



Refer to the [EDI Clean-up Utility](#) in the Ancillary Tools Chapter.

## Required Settings

### Workday

**Workday Community:** Refer clients to the Community topics for Event-Driven Integration such as [\*Steps: Configure Event-Driven Integration for Third-Party Payroll\*](#) topic. A local copy is available in the Workday Documentation Confluence section under PECL's GV Consultant Guide: <https://confluence.es.ad.adp.com/display/euI/Workday+Documentation>.

#### Prerequisites:

- ✓ A pay group with the primary integration system configured as a *Payroll Effective Change Interface* connector.
- ✓ The Workday tenant's private key pair for the country's primary integration instance given to the ADP implementation team. Refer to the Workday Community topic: [\*Create an X.509 Private Key Pair\*](#). This is the same Key Pair certificate is used for Workday Enhanced Integration and Global Payroll Reconciliation; only one key pair is required per tenant.

Refer to the [\*entire ITS Set-Up Tasks\*](#) section for details.

Below is an overview of the Workday configuration required for Event-Driven Integration:



Several Workday configuration tasks require having Modify Permissions for the *Security Administration domain*.

- 1.) Configure the country's pay group for Payroll Effective Change Interface (PECI)
  - a. Access the Maintain Payroll Integration Systems for Pay Group task and verify that the Integration System listed is a Payroll Effective Change Interface connector.
  - b. Maintain Pay Group Vendor Associations
  - c. Enable the Event-Driven Integration Service for the connector.
  - d. Ensure the pay group has only one primary integration configured with Event-Driven Integration.
  - e. Configure ADP as the External Payroll Vendor in the *Payroll Effective Change Interface - Event-Driven Integration for Third-Party Payroll - Vendors*.
- 2.) Create an X509 Private Key Pair required to securely pass data between Workday Tenant and ADP's Global Payroll for both EDI and WDEI. See [\*Create an X.509 Private Key Pair\*](#) instructions in Workday Community topic: *Access to External Endpoints*. This is a

one-time setup for the client's tenant and need not be repeated for each country nor for each feature (WDEI, EDI, or GPR).

- 3.) Create the External Payroll Vendor Mapping (relates the key pair to the external payroll vendor environment).
- 4.) Configure the country's pay group for Event-Driven Integration (EDI)
  - a. Configure the Event-Driven Integration for Third-Party Payroll Vendors business process.
  - b. Add the Event-Driven Integration step after the completion step in the HIRE or Termination business process
  - c. Activate Pending Security Policy Changes for EDI

Only Workday users having access to Event-Driven Integration by Third Party Vendors process can submit new hires/re-hires/terminations via EDI.



ADP does not require PGP Public Key for EDI processing.

ADP only supports the "Earliest Open Pay Period" for the EDI pay period selection option.

## GlobalView



Skip the PECl tasks for countries already configured to use PECl and the X509 Private Key Pair task for countries already configured with Workday Enhanced Integration (WDEI) or Global Payroll Reconciliation (GPR).

The following must be completed in GlobalView in preparation for Event-Driven Integration:

- 1.) Setup the county's pay group for Payroll effective change interface (PECI)
  - a. G2 Global Configuration required for the Integration file processor
  - b. G2 batch file processors
  - c. GlobalView G2 Batch Configuration
- 2.) Instruct the client to write a CRM manager ticket with their Workday's X509 Private Key Pair for the tenant attached. This enables securely passing both WDEI and EDI data between their Workday Tenant and ADP's Global Payroll.

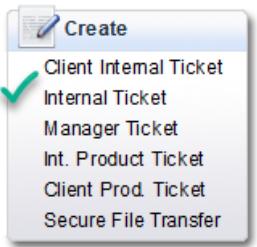


It is recommended a Workday Tenant have 2 certificates created so the 2<sup>nd</sup> certificate is the backup should the 1<sup>st</sup> certificate fail.

For clients submitting a new Workday private key pair, create an internal CRM ticket assigned to Team 9 with a copy of the certificate attachment from the manager ticket so Team 9 can add the certificate to GlobalView. Recommended lead times for ticket processing are:

- For QA: at least 3 days
- For Production: at least 1 week

Create the ticket and replace the red text with client-specific information:

| SECTIONS               | DETAILS                                                                                                                                                                                                                                  |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Ticket Type</b>     |                                                                                                                                                         |
| <b>Ticket Topic</b>    | Internal Ticket                                                                                                                                                                                                                          |
| <b>Ticket subtopic</b> | “SAP R/3 System”                                                                                                                                                                                                                         |
| <b>Ticket Title</b>    | “Other”<br>“Certificate Installation Implement <SID>/<Tenant> Workday API Routing<br>Replace <SID> and <TENANT> with the landscape and client tenant values.<br>Example: “Certificate Installation Implement Px1/xxx Workday API Routing |
| <b>Ticket Body</b>     | We need to implement the API routing for client Px1/xxx on Workday API integration and then upload the attached public certificate(s) to our Trust store.                                                                                |
| <b>Attachments</b>     | Attached the public certificate(s) generated by Workday to the ticket.                                                                                                                                                                   |

No additional GlobalView user security is needed since GlobalView will relies on the claims and certificates in Workday’s EDI JSON Web Token.

## Process Flow Overview

EDI's two API's are

Delivery: provides a transaction ID so Workday can poll for results

Response: contains the results of the G2 upload and all processing messages.

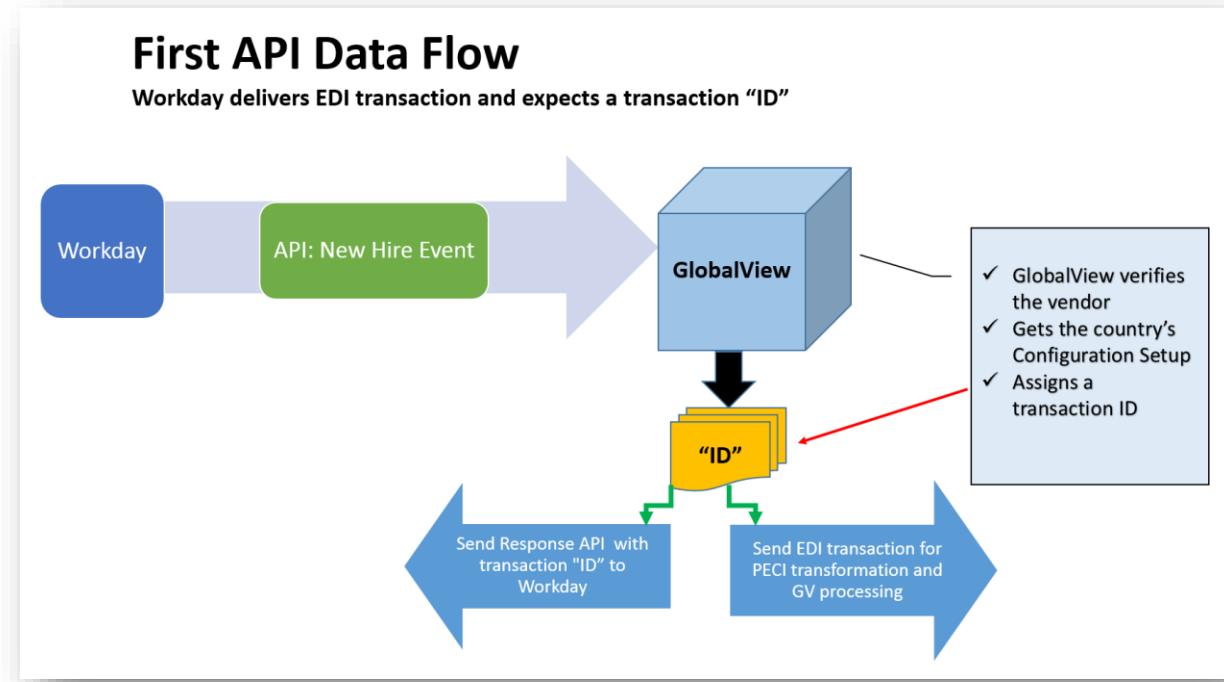
For details see the [Response API Content](#) and the [Response Endpoint Content](#) sections.

### Delivery Endpoint (1) API

EDI uses standard HTTP protocol for both sending new hires from Workday and for sending GlobalView results to Workday. These API's utilize JWT (JSON Web Tier) authentication.

For each EDI transaction sent, Workday will poll twice:

- once to confirm whether the transaction could be processed (Endpoint 1)
- and a second poll to obtain the G2 update response (Endpoint 2)



Workday's EDI Delivery API contains:

- The '**data**' field will contain the new hire data in base64 encoded format.
- The '**initTime**' field will contain a date and timestamp.
- The '**fileName**' field will contain the file name and will use the same naming convention as for Batch files.

GlobalView returns a Delivery Success Response containing the transaction id assigned by the middleware. But in the event of processing failure, an Error Response is sent to Workday.

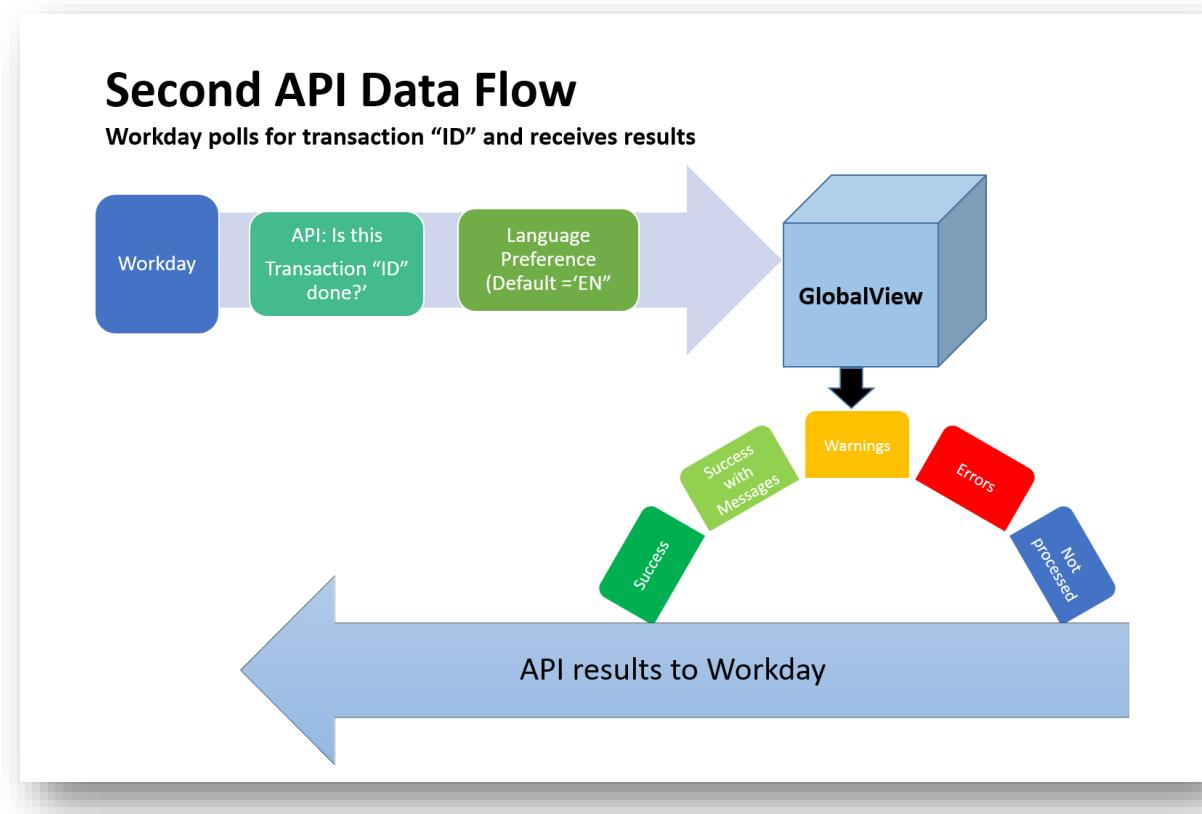
| Endpoint 1: Delivery                                            |                                |                                                                                          |
|-----------------------------------------------------------------|--------------------------------|------------------------------------------------------------------------------------------|
| Sample Workday EDI                                              | Samples returned by GlobalView |                                                                                          |
|                                                                 | Success Response               | Error Response                                                                           |
| <pre>{   "data": "",   "initTime": "",   "fileName": "" }</pre> | <pre>{   "id": "" }</pre>      | <pre>{   "error": "",   "errors": [     {"message": ""},     {"message": ""}   ] }</pre> |

## Response Endpoint (2) API

The Workday system begins requesting processing results sending the transaction “**id**”, the “Accepted-language”, and a “lastQuery” indicators. Polling continues until one of the following occurs:

- either Workday receives the EDI results
- or after Workday polls first once per second for a maximum of 120 attempts and then once every 3 seconds for another 60 attempts

More “lastQuery” details are in the [Response Endpoint Content](#) sections and time out error details under the [Performance](#) section.



From here on, EDI follows standard PECI batch processing behaviour. The EDI transaction and the current configuration setup are transformed into a G2 file, processed and messages captured. The results response contains 3 sections:

1. the EDI transaction’s overall load status
2. a header table section for the result’s severity status and
3. an error message section

The EDI submitter, or Workday users responsible for reviewing new hires, can see the processing results in their Workday Inbox.

## Response Endpoint Content

The EDI Response request contains

- The "**id**" to identify the EDI transaction.
- The "**lastQuery**" indicator, always set to "N" until the 120<sup>th</sup> request.
- And the "**Accepted-language**", always set to "EN" for English.

Under normal circumstances, GlobalView returns a Success Response containing the transaction processing results. But in the event of processing failure, an Error Response is sent to Workday.

| Endpoint 2: Response                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                          |
|----------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Sample Response Request API from Workday                                   | Sample Results API from GlobalView                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                          |
|                                                                            | Success Response                                                                                                                                                                                                                                                                                                                                                                                                                                                | Error Response                                                                           |
| <pre>{   "id": "",   "lastQuery": "N",   "Accepted-language": "EN" }</pre> | <pre>{   "loadStatus": "",    "response": {     "overallStatus": "",     "setLSRD": ,     "relaunchable": ,     "skipReview": ,     "skipReviewReason": "",     "errors": [       {         "recordType": "",         "messageCategory": "",         "functionalArea": "",         "severity": "",         "messageNumber": "",         "vendorErrorMessage": "",         "diagnosis": "",         "procedure": "",         "who": ""       }     ]   } }</pre> | <pre>{   "error": "",   "errors": [     {"message": ""},     {"message": ""}   ] }</pre> |



## Endpoint 2 Success Response

API "**loadStatus**" value is either "Completed" or "In Progress". The Header Table values which vary based on the severity status:

- "**overallStatus**" is set to one of these values

| Overall Load Status |                       |
|---------------------|-----------------------|
| NP                  | Not Processed         |
| E                   | Errors                |
| W                   | Warnings              |
| S                   | Success               |
| SM                  | Success with Messages |

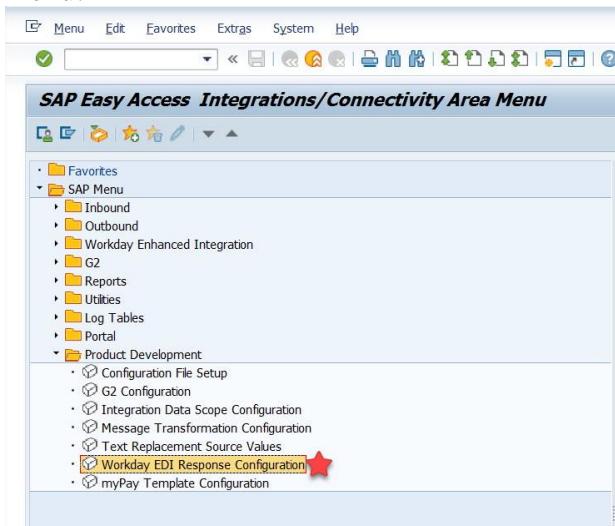
- "**setLSRD**" is set to "Y" unless the new hire was not able to be updated in GlobalView. Workday will update the last successful run date when the value is "Y",
- "**relaunchable**" is set to "Y" if the new hire was not able to be updated in GlobalView. Workday will allow the new hire to be resubmitted with corrections.
- "**skipReview**" is set to "true" if either is true
  - the transaction's severity is "Success"
  - the transaction has not completed, and this is the last poll by Workday.
- "**skipReviewReason**" is present only when Skip Review is "true"
- "**severity**" is set to one of these values

| Transaction Severity                |
|-------------------------------------|
| Payroll is locked                   |
| The employee could not be created.  |
| The employee created with warnings. |
| The employee created without errors |
| The employee created with errors.   |

The Data Table "errors" section is included whenever G2 error messages were produced.

- "recordType" is the infotype code for this message
  - "messageCategory" is set to <add info>
  - "functionalArea" is the infotype description
- "severity" is based on the G2 message severity
  - PCOMP and ERROR are reported as an error
  - RAERR is reported as critical
- "messageNumber" is the error message class and id, for example, "RP-100"
  - "vendorErrorMessage" is the 'short text' message component
    - "diagnosis": is the 'diagnosis text' message component
    - "procedure": is the 'procedure text' message component
    - "who" is left blank.

These settings are maintained by product development but can be viewed in the ZCON area menu:



The screenshot shows the 'Display View "Integration - Workday EDI Response Table": Overview'. The table lists various transaction types and their corresponding statuses and review requirements.

| result                           | status                | Set LSRD | Relaunchable | Skip Review | skipReviewReason                     |
|----------------------------------|-----------------------|----------|--------------|-------------|--------------------------------------|
| Transaction Failed               | Errors                |          | X            |             |                                      |
| Transaction Partially Successful | Success with Messages | X        |              |             |                                      |
| Transaction Successful           | Success               | X        |              | X           | Employee contains no errors.         |
| Payroll is locked                | Not Processed         | X        |              | X           | Payroll is locked.                   |
| Employee Record is Locked        | Not Processed         |          | X            |             |                                      |
| Default                          | Errors                | X        |              | X           | A system error has been encountered. |

## Endpoint 2 Error Response

In the event of connectivity issues, the Error Response JSON may contain client/server errors.

### Client Errors

- 400 – Bad Request
  - Delivery / Response Application checks in MuleSoft: Authorization Header is empty /id parameter not provided / lastQuery parameter not provided
  - Delivery / Response RFC Return Code: C
- 401 – Unauthorized
  - Delivery / Response Application checks in MuleSoft: One-minute validation / Certificate validation / Authorization token is not unique
  - JWT Checker RFC Return Code: E
- 405 – Method Not Allowed
  - Delivery / Response Application checks in MuleSoft

### Server Errors

- 500 – Internal Server Error: Delivery / Response RFC Return Code: E
- 503 – Service Unavailable: Delivery / Response Application checks in MuleSoft
- 504 – Gateway Timeout: Delivery / Response Application checks in MuleSoft

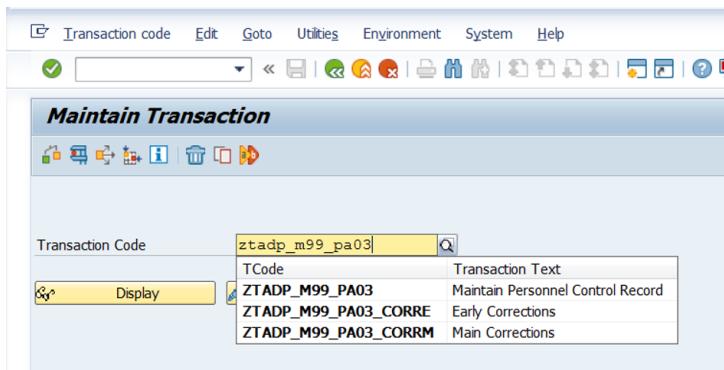
## EDI and Payroll Correction Modes

Like PECI, EDI processing is allowed only during early correction mode and not supported during the main correction mode. See section [Control Record Effects on G2 Processing](#) for details. However, users with specialized GlobalView access can intercept EDI transactions thereby sidestepping EDI background mode processing.

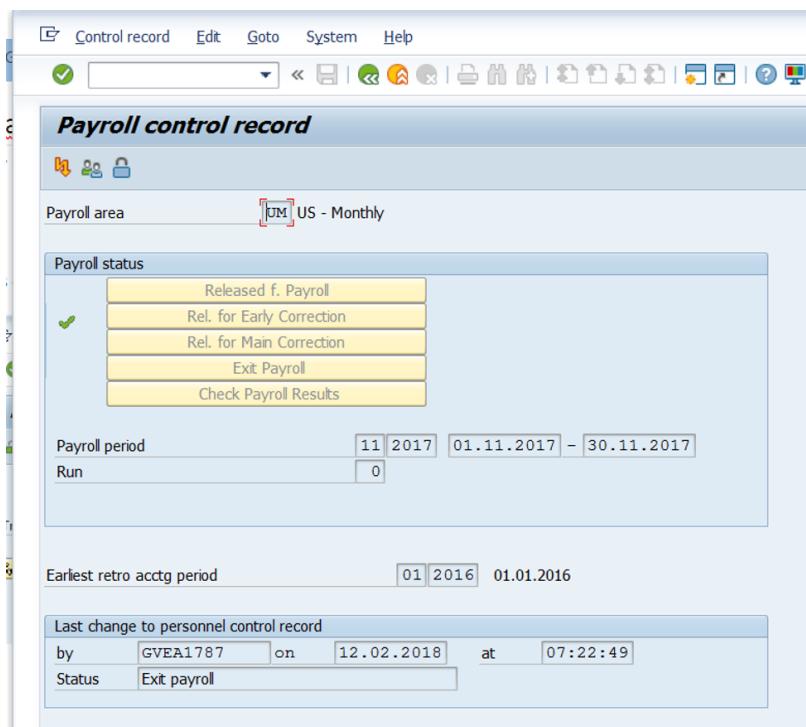


EDI transactions are logged against the XSSADMIN user.

To check if an EDI employee's payroll area is locked: SE93 -> ZTADP\_M99\_PA03.



Then click F8 or use the wrench icon to display the processing state.



If the main correction mode is activated, then it's possible to change the control record from "Main Corrections" to "Early Corrections" and then process manually. However, manually processing G2 will prompt for locked records to be loaded. Care must be taken to not load those records or to load them according to their processing requirements.



Manually processing a G2 will prompt for locked records to be loaded. Take care to either not load those records or to load them according to their processing requirements.

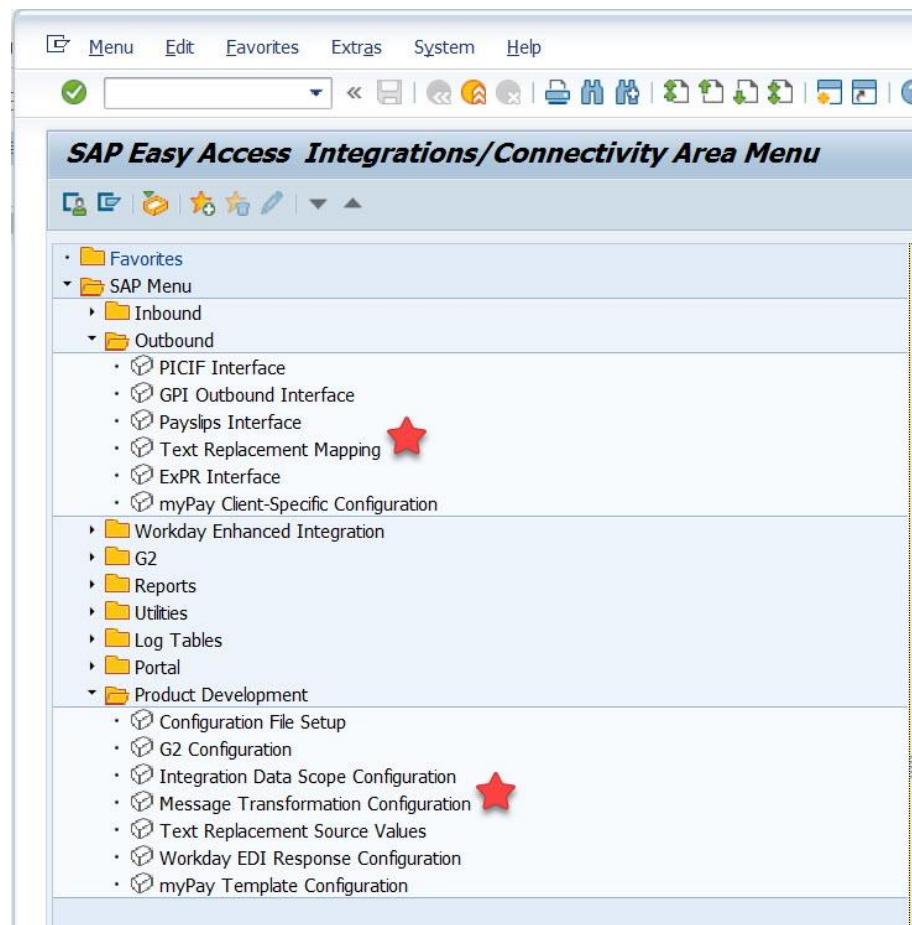
## **Corrections and Rescinds**

Hire and Terminations can be corrected or rescinded using EDI provided the following is in place:

- Integration Service *Event-Driven Integration for Third-Party Payroll* must be enabled
- The pay group must be configured with that integration system in the primary run.
- The Integration Attribute: Payroll Effective Change Interface – EDI for third party payroll
- The Hire or term business process must already be configured with the EDI step.

## Message Transformation

The G2 error message was intended for the SAP/ GlobalView user interface where it's easy to associate an error with screen input. But EDI messages are viewed from Workday usually by a user with little of SAP/ GlobalView expertise. To reduce this gap EDI applies both basic and complex message transformation. Two new ZCON menus, in addition to SE91, are resources for message transformation. The two ZCON functions are maintained by product development however see [Text Replacement Mapping](#) for details about adding client-specific labels.



## Basic Message Transformation

### Extra Message Components

EDI responses will include a message with the addition of SAP/G2 messages components such as the diagnosis and procedure (how to fix the error).

**TCode:** SE91 contains G2 short text messages and corresponding long text, excluding self-explanatory messages.

These extra message components, which are not included in G2 batch message logs, are sent in the EDI response:

- Diagnosis
- Procedure
- And Procedure for System Administrator.

Select the message and click the LONG TEXT button to view the extra components.

The screenshot shows the SAP SE91 interface for message maintenance. The title bar reads "Message Maintenance: Display Message (Compressed)". The toolbar includes standard SAP icons for file operations. Below the toolbar, there are tabs for "Attributes" and "Messages", with "Messages" selected. A search bar shows "PG". The main area displays a table of messages. A red box highlights message 057, which has a red arrow pointing to the "Performance Assistant" window below. The "Performance Assistant" window also has a red box around its title bar and contains the text "NA PG057". The table columns are "No.", "Message Short Text", "Self-Explanatory" (with a checkbox), and "Last Changed By". The "Message Short Text" column for message 057 contains the text "Personnel area and employee group/subgroup do not match". The "Short Text" section in the Performance Assistant window repeats this message. The "Diagnosis" section states: "A country version is assigned to both the personnel area and employee group/subgroup. These versions must match." The "Procedure" section provides instructions: "Please enter only employee groups/subgroups which match the current country version."

## Complex Message Transformation

### ***Text Replacement Mapping***

**TCode:** ZCON: SAP > Outbound > Text Replacement Mapping

This page contains common G2 terms which, for EDI messages, can be replaced with client-specific terms. For example, a client uses the Workday *Location* field to populate the GlobalView *Employee Group*. By adding “Location” as the target text, all EDI messages containing the text “Employee Group” will be substituted with the term “Location” instead.

- MNC development team maintains the list of available terms therefore the list is subject to change.
- ADP associates may provide their client’s specific replacement values by generating an SSL for the client based on the ZXADPMSGTON object and for the country (Molga) 99. The current list of labels available for customization is listed below.

| Text                       |
|----------------------------|
| Business Area              |
| Capacity Utilization Level |
| Company Code               |
| Controlling Area           |
| Employee Group             |
| Employee Subgroup          |
| GVS Payroll Area           |
| Infotype                   |
| Pay Scale Area             |
| Pay Scale Group            |
| Pay Scale Level            |
| Pay Scale Type             |
| Payroll Area               |
| Personnel Area             |
| Personnel Number           |
| Personnel Subarea          |
| Subtype                    |
| Wage Type                  |
| Work Schedule Rule         |

**Display View "Text Replacement Mapping": Overview**

| Text Replacement Mapping |                            |                       |
|--------------------------|----------------------------|-----------------------|
| Language                 | Source Text                | Target Text           |
| EN                       | Capacity Utilization Level | Employment Percentage |
| EN                       | Company Code               | Legal Entity          |
| EN                       | Employee Group             | Employee Type         |
| EN                       | Infotype                   | Record Type           |
| EN                       | Payroll Area               |                       |
| EN                       | Personnel Area             |                       |
| EN                       | Personnel Subarea          |                       |
| EN                       | Personnel number           |                       |
| EN                       | Wage Type                  |                       |
| EN                       | Work Schedule Rule         |                       |

Source Text 19 Entries

Language Key EN

Target Text

- Business Area
- Capacity Utilization Level
- Company Code
- Controlling Area
- Employee Group
- Employee Subgroup
- GVS Payroll Area
- Infotype
- Pay Scale Area
- Pay Scale Group
- Pay Scale Level
- Pay scale type
- Payroll Area
- Personnel Area
- Personnel number
- Personnel Subarea
- Subtype
- Wage Type
- Work Schedule Rule

### **Customized G2 Message Components:**

**TCode: ZCON: SAP > Product Development > Message Transformation Configuration:**

This function covers Customized G2 Message Components and Special Processing for Specific Messages.

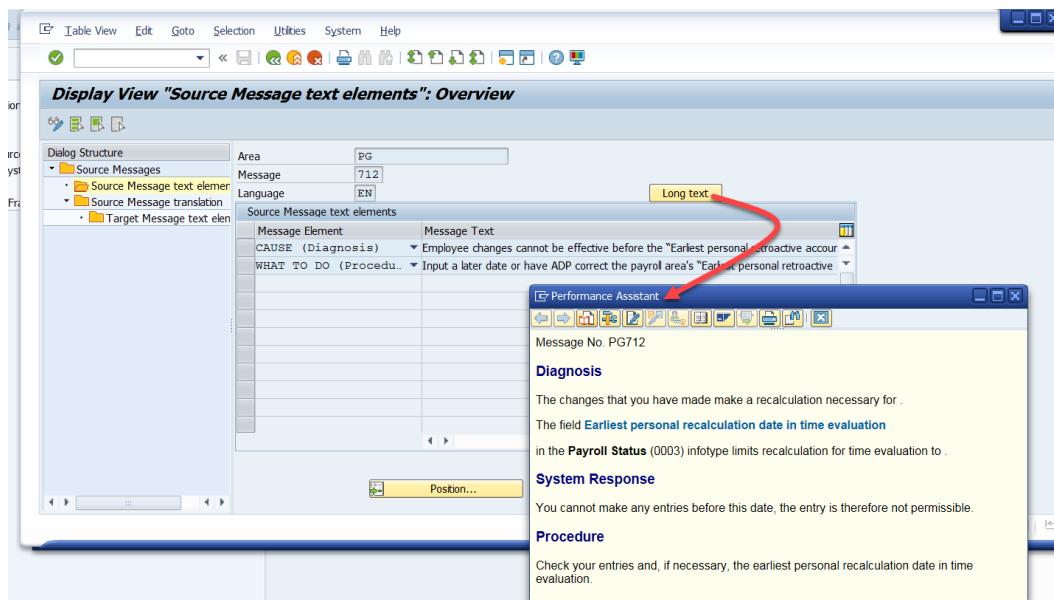
#### Customized G2 Message Components:

The Source Messages function contains the messages which were identified as messages occurring frequently in production which were not easily comprehended by HCM users who are unfamiliar with GlobalView.

The screenshot shows the SAP Display View "Source Messages": Overview. The window title is "Display View 'Source Messages': Overview". The menu bar includes Table View, Edit, Goto, Selection, Utilities, System, and Help. The toolbar has various icons for file operations like New, Open, Save, Print, etc. The left sidebar shows a "Dialog Structure" tree with "Source Messages" expanded, showing "Source Message text elements" and "Source Message translation" nodes, with "Target Message text elements" under "Source Message translation". The main area is titled "Source Messages" and contains a table with the following data:

| Language | Application Area | MsgNo | Message Text                                                           |
|----------|------------------|-------|------------------------------------------------------------------------|
| EN       | 00               | 058   | Entry & & does not exist in &4 (check entry)                           |
| EN       | 3L               | 223   | Incorrect date of birth in CURP "&" in &                               |
| EN       | 3L               | 225   | Gender in CURP does not coincide. Must be &, not &                     |
| EN       | 3L               | 233   | You need to specify internal consonants in CURP                        |
| EN       | 5G               | 155   | If NI Number is unknown, both Date of birth and Gender must be entered |
| EN       | 5N               | 026   | Enter a house number                                                   |
| EN       | 5R               | 028   | Please enter a NRIC number starting with 'S' or 'T' !                  |
| EN       | 5R               | 054   | Number should be 9 characters long.                                    |
| EN       | 72               | 024   | No work schedule rule for key &                                        |
| EN       | AM               | 653   | Postal code &1 must have the length &                                  |
| EN       | BF00             | 211   | Bank & & does not exist                                                |
| EN       | HRPADIN01        | 097   | No automatic update for IT0008. Allowance Grouping not found.          |
| EN       | HRPADIN01        | 177   | Eligible amount has already been claimed for employee & wage type &    |
| EN       | HRPADIN01        | 257   | Only one record can exist between Jan. 1800 to Dec. 9999               |
| FN       | KI               | 100   | The CO account assignment object belongs to company code &, not &      |

Select Source Message Text Elements to see a message's customized EDI components. These components will not be output for batch processing. Click the LONG TEXT button to compare the custom message components with the original SAP/GlobalView values from SE91.



This function does not include all messages handled by special processing as noted later in this document. See [Transformation via Special Processing](#) section that follows.

## Transformation via Special Processing

During normal G2 processing, some log messages merely point to other infotypes with errors. Other messages name table codes not easily understood by an HCM Workday user. For these reasons, EDI applies special logic for the messages below to facilitate error reconciliation.

| Type                     | Message                                                                                                                                                            |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Message Suppression      | E->ZG2->015->Basic infotypes were not supplied to create new employee<br>E->ZG2->017->Error in Basic infotypes, employee cannot be created<br>Error in infotype: & |
| Inject Table Description | 00-> 058->Entry & & & does not exist in &4 (check entry)<br>RP-> 302-> No entry in table &1 for key &2 &3 &4                                                       |



For information on how to trace a special processing EDI message back to a G2 message refer to the [JSON for Messages with Special Processing](#) section

**MESSAGE SUPPRESSION:** For messages under this type, EDI uses special logic to suppress duplicate messages with a single message providing context. Additionally, *Error in infotype: &* had to be added to SE91 as ZG2->266: *Error in infotype: &*

- ZG2-015 replacement: *The new hire process has failed because the & record is missing.*
- ZG2-017 replacement: *The new hire was not created due to errors in basic information.*
- ZG2->266 replacement: *Employee was not updated due to errors in Organizational Information.*

Additionally, the “&” variable in ZG2-015 is replaced with the name of the infotype:

- Actions (PA0000)
- Organizational assignment (PA0001)
- Personal data (PA0002)
- Date Specifications (PA0041)

**INJECT TABLE DESCRIPTIONS:** For messages under this type, EDI uses special logic to add the table’s description (DDTEXT) associated with the table in DD02T, replacing the ‘&t’ variable with this value. This applies for short and long text components for:

00-> 058->Entry & & & does not exist in &4 (check entry)

RP-> 302-> No entry in table &1 for key &2 &3 &4

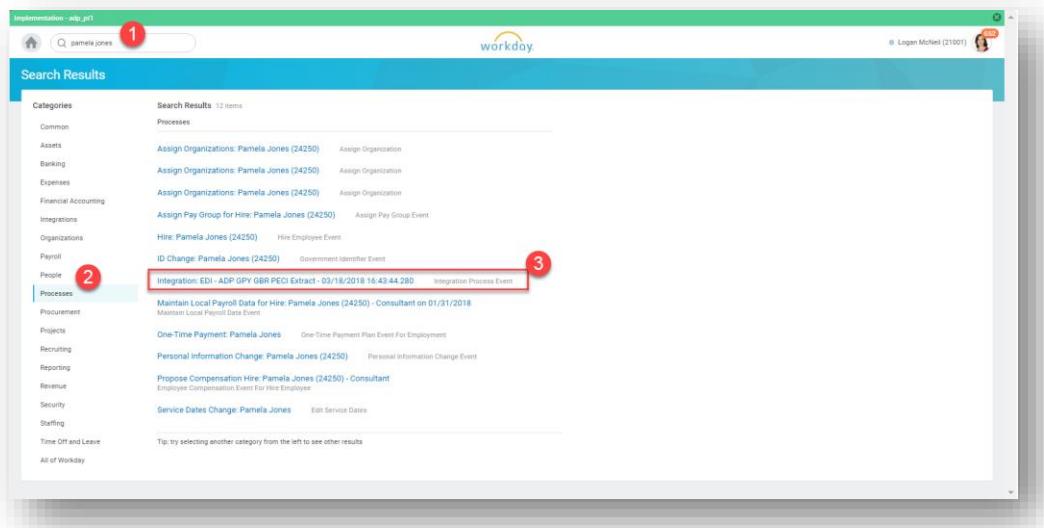
To see the list of current messages with special processing

| Appar | MsgNo | Application | Solution | Audience | Message_ID         | MsgNo |
|-------|-------|-------------|----------|----------|--------------------|-------|
| 00    | 058   | WD_EDI      | WD_PECI  | E        | ZXADP_M99_INT_MESS | 004   |
| RP    | 100   | WD_EDI      | WD_PECI  | E        | ZXADP_M99_INT_MESS | 001   |
| RP    | 302   | WD_EDI      | WD_PECI  | E        | ZXADP_M99_INT_MESS | 003   |
| ZG2   | 266   | WD_EDI      | WD_PECI  | E        | ZXADP_M99_INT_MESS | 002   |

## JSON for EDI Results

### JSON for Standard G2 Messages

Workday Administrators can view EDI results from other submitters. Enter the employee's name in the search field (1) and then filter the search results by selecting the *Processes* (2) search category. Then select the *Integration Process Event* (3).



From within Workday, while viewing the EDI integration event go to the *Reports and Other Output Files* section.

implementation - adj.gpt

Search: pamela jones

workday

Log in as Logan McNeil (21001)

## View Event Integration: EDI - ADP GPY GBR PECI Extract - 03/18/2018 16:43:44.280 [Actions](#)

For EDI\_Singapore\_Test\_Employees-7

Overall Process Hive\_Pamela\_Jones (2430)

Overall Status Successfully Completed

Details Process Related Links

### Initial Integration Event

Integration Event EDI - ADP GPY GBR PECI Extract - 03/18/2018 16:43:44.280 (Completed)

Integration System EDI - ADP GPY GBR PECI Extract

Initiated By Logan McNeil

Initiated at 03/18/2018 04:43:44.280 PM

Ran As EDI@UK /

Response Message Integration Completed.

Child Processes 2 items

| Started Date and Time | Process Type | Process                        | Request                    | Status    | Total Processing Time | Submitted by | Errors & Warnings |
|-----------------------|--------------|--------------------------------|----------------------------|-----------|-----------------------|--------------|-------------------|
| 03/18/2018 04:43 PM   |              |                                | Integration Event Trigger  | Completed | 00:00:12              | Logan McNeil |                   |
| 03/18/2018 04:43 PM   | Integration  | EDI - ADP GPY GBR PECI Extract | Integration ESB Invocation | Completed | 00:00:31              | EDI@UK /     |                   |

Event Info

Request Name EDI - ADP GPY GBR PECI Extract

Status Completed

Percent Complete 100.00%

Total Processing Time (hour:min:sec) 00:00:43

Consolidated Report and Logs 1 item

| Date and Time Created | Document                                                   | Document Tag        |
|-----------------------|------------------------------------------------------------|---------------------|
| 03/18/2018 04:44 PM   | consolidated-report-for-edi@uk@3c0013567d8171c03370b00.xml | Consolidated Report |

Reports and Other Output Files 8 items

| Date and Time Created | File | Type | Created by | Number of Expiration Shared Date Users |
|-----------------------|------|------|------------|----------------------------------------|
|                       |      |      |            |                                        |

Select the “Vendor\_Response.json” and open it.

| Reports and Other Output Files |                                                          |                          |                     |                        |                 |
|--------------------------------|----------------------------------------------------------|--------------------------|---------------------|------------------------|-----------------|
| 8 items                        |                                                          |                          |                     |                        |                 |
| Date and Time Created          | File                                                     | Type                     | Created by          | Number of Shared Users | Expiration Date |
| 03/18/2018 04:44 PM            | MessagesAudit_Ptn-1_(EDI GBR Pay Group GV Monthly)_1.zip | Compressed Archive (ZIP) | Logan McNeil        |                        | 09/14/2011      |
| 03/18/2018 04:44 PM            | WDI_TQ3002_20180318164344_UKPECL_HRMD01_DUT8G2I.SAP      | XML Document (XML)       | Logan McNeil        |                        | 09/14/2011      |
| 03/18/2018 04:44 PM            | Vendor_Response.json                                     |                          | Text Document (TXT) | Logan McNeil           | 09/14/2011      |
| 03/18/2018 04:44 PM            | DataChangesAudit (EDI GBR Pay Group GV Monthly).html     | HTML Document (HTML)     | Logan McNeil        |                        | 09/14/2011      |
| 03/18/2018 04:44 PM            | DiagnosticAudit (EDI GBR Pay Group GV Monthly).html      | HTML Document (HTML)     | Logan McNeil        |                        | 09/14/2011      |

The JSON will have the event's status and an error section. The "messageNumber" value shows the G2 message class and ID.

```
{  
  "loadStatus": "Completed",  
  "response": {  
    "overallStatus": "Errors",
```

```
"setLSRD": false,  
"relaunchable": true,  
"skipReview": false,  
"skipReviewReason": "",  
"errors": [  
    {  
        "severity": "error",  
        "messageCategory": "",  
        "recordType": "P0001",  
        "functionalArea": "Organizational assignment",  
        "messageNumber": "PG-176",  
        "vendorErrorMessage": "Legal Entity for Location was not found",  
        "procedure": "Provide a valid Legal Entity/Location combination or ask ADP to add the missing combination in the payroll system configuration.",  
        "diagnosis": "The Legal Entity and Location combination does not exist.",  
        "who": ""  
    }  
]
```

### **JSON for Messages Special Processing Enhancement**

Messages with Special Processing can be easily picked out when viewing the EDI JSON Results because the “**messageNumber**” attribute will not contain the normal SE91 Message Class/ID but “[ZXADP\\_M99\\_INT\\_MESS\\_###](#)” instead.

```
1  B1
2  "loadStatus": "Completed",
3  "response": [
4    "overallStatus": "Errors",
5    "setLSRD": false,
6    "relaunchable": true,
7    "skipReview": false,
8    "skipReviewReason": "",
9    "errors": [
10      {
11        "messageCategory": "",
12        "recordType": "MGRLINK",
13        "functionalArea": "Manager Link",
14        "severity": "error",
15        "messageNumber": "ZG2-030",
16        "vendorErrorMessage": "Incorrect Link Type in the data",
17        "diagnosis": "",
18        "procedure": "",
19        "who": ""
20      },
21      {
22        "who": "",
23        "procedure": "",
24        "diagnosis": "",
25        "vendorErrorMessage": "Employee was not updated due to errors in Organizational Information.",
26        "messageNumber": "ZXADP_M99_INT_MESS-002",
27        "severity": "error",
28        "functionalArea": "Actions",
29        "recordType": "P0000",
30        "messageCategory": ""
31      },
32      {
33        "messageCategory": "",
34        "recordType": "P0001",
35        "functionalArea": "Organizational assignment",
36        "severity": "error",
37        "messageNumber": "ZG2-055",
38        "vendorErrorMessage": "Employee Type for Location G010 was not found",
39        "diagnosis": "A country's Location and Employee Type payroll integration fields must pre-exist the pa",
40        "procedure": "Provide Location and Employee Type existing for this country or ask ADP to add these va",
41        "who": ""
42      }
43    ]
44  ]
45 }
```

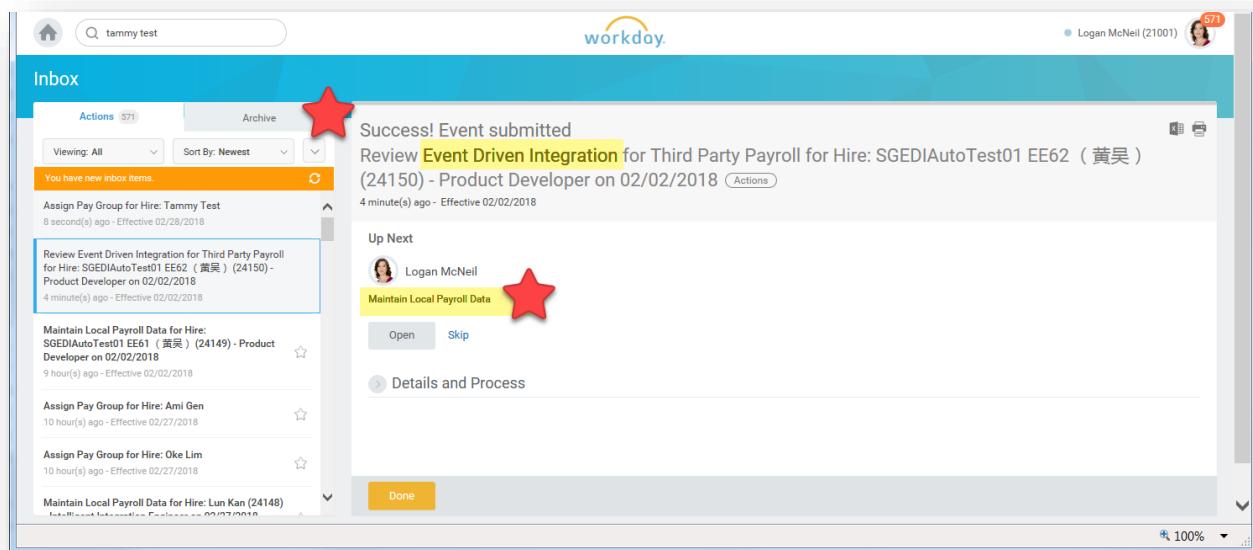
JSON file

## EDI New Hire Results

The EDI submitter may view processing results from their Workday Inbox.

### New Hire Successfully Loaded

Here is an example of an EDI transaction success as seen from the Workday user's inbox. Notice message move to the archive as there is no message to review. Also, note the link "*Maintain Local Payroll Data*" which navigates to ADP Local Payroll Data tab.



## New Hire Loaded with Messages

Here is an example of an EDI transaction of a new hire who was added to payroll but with two errors. Also, notice the first message is SAP message *E->RP->100->No entry in table T510 for the key 0801011GRD01 01 on 07.03.2018*, which was reported with a diagnosis and suggested action. Because the employee now exists in GlobalView the EDI process is essentially complete. Therefore, subsequent corrections entered in Workday are picked up when the next PECI batch extract runs.

Review Event Driven Integration for Third Party Payroll

0 second(s) ago - Effective 03/07/2018

Employee Fredrick Barnes (24341)  
Position Customer Service Representative - Fredrick Barnes (24341)  
Pay Group EDI GBR Pay Group GV Monthly  
Event Date 03/07/2018  
Payroll Vendor Status Successfully sent to Payroll with Messages 

Payroll Vendor Errors and Warnings

**Errors**

The Collective Agreement values you provided do not exist in table T510. 

Functional Area Basic Pay  
Diagnosis You have selected a combination of Collective Agreement field values that is not acceptable to the payroll system.  
Action Provide a valid combination which existed on 07.03.2018, or ask ADP to correct the payroll configuration for this table.

Incorrect Link Type in the data  
Functional Area Manager Link  
Functional Area WD Transformation Errors

Integration Event

Integration System EDI - ADP GPY GBR PECI Extract  
Integration Event Status Completed  
Initiated at 04/16/2018 8:11:45.387 PM

enter your comment

Process History

 Logan McNeil (21001)  
Review Event Driven Integration for Third Party Payroll- Awaiting Action

**Submit** **Cancel**

## New Hire Load Failure

Here is an example of an EDI transaction in the Workday Inbox (1) which completed processing but without loading the new hire in GlobalView. The message section identifies the functional area (2) related to the respective infotypes. Failed new hire updates will have errors for the new hire infotypes:

Actions (IT0000)

Organizational assignment (IT0001)

Personal data (IT0002)

And Date Specifications (IT0041).

Errors for these 4 infotypes may be accompanied by errors for additional infotypes. Messages may be enhanced, such as in the case below, with the message's diagnosis and recommended action required for resolving the error (3). See the [Message Transformation](#) section for more details.

Because the new hire was not added in GlobalView, the link “*Maintain Local Payroll Data*” is not displayed. This indicates corrections may be entered in Workday and the new hire resubmitted using the **Resend to Payroll** button. This process may be repeated until the new hire is added in GlobalView at which point GlobalView sends the Endpoint 2: Response API with “relaunchable” set to “N” which prevents the EDI process from being triggered.

The screenshot shows the Workday inbox interface. A message in the inbox (1) is highlighted with a red circle. The message details page shows the following information:

- Employee:** Oke Lim (24183)
- Position:** Intelligent Integration Engineer - Oke Lim (24183)
- Pay Group:** EDI Singapore Pay Group GV Monthly-TQ3
- Event Date:** 02/27/2018
- Payroll Vendor Status:** Payroll Errors reported

The 'Payroll Vendor Errors and Warnings' section (2) contains the following error:

- Entry XX does not exist in T54BY (check entry)

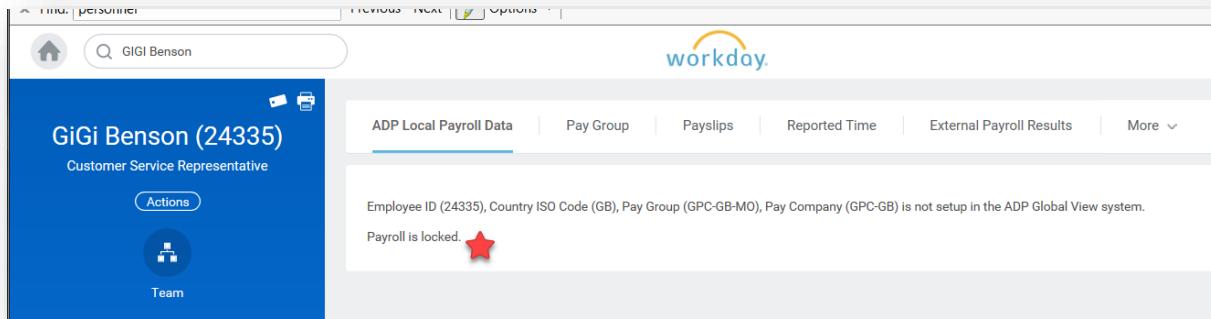
The 'Functional Area' and 'Actions' section (3) contains the following errors:

- Input values must be defined in Table. The value or values '' are not specified in this table.
- Check whether the input is correct and correct if necessary.&SYS\_ADMIN&If this is not an incorrect entry, check the system settings and changethem if necessary.If there is a connection to the Customizing system, you can maintainthe system settings by choosing <ZK>Customizing/> in the PerformanceAssistant or <PF>Maintain Entries/> (<PF>FS/>) when displaying thehelp in a modal dialog box.
- Error in Basic infotypes, employee cannot be created

At the bottom of the message details page, there are buttons for 'Submit', 'Resend to Payroll', and 'Cancel'.

## New Hire Not Processed: Payroll Locked

Navigate to *Maintain Local Payroll Area* to confirm if the new hire was not able to load due to a locked payroll area.



Refer to [EDI and Payroll Correction Modes](#) section for more details. During locks for either NH or TERM, the payroll vendor response is not sent to the WD inbox.

## EDI Termination Results

The EDI submitter may view processing results from their Workday Inbox.

### Termination Successfully Processed

Here is an example of a successful EDI termination process viewed from the Workday user's inbox. Notice the Manage Business Process for Worker appears prompting the link "*Maintain Local Payroll Data*" to be cancelled. Also, notice the employee's termination status.

The screenshot shows the Workday inbox interface. On the left, a list of notifications is visible, including:

- Review Event Driven Integration for Third Party Payroll for Hire: Harley Dobson (26292) - Consultant on 05/01/2019
- Maintain Local Payroll Data for Hire: Rebecca Steele (26291) - Consultant on 05/01/2019
- Terminate: Leon Dean (Terminated) (26290)
- Maintain Local Payroll Data for Hire: Leon Dean (26290) - Consultant on 04/01/2019
- GPC Argentina Pay Group Monthly - CERT - 04/01/2019 - 04/30/2019 (Monthly) - 04/14/2019
- GPC Argentina Pay Group Monthly - CERT - 04/01/2019 - 04/30/2019 (Monthly) - 04/14/2019
- GPC Argentina Pay Group Monthly - CERT - 01/01/2019 - 01/31/2019 (Monthly) - 04/14/2019
- GPC Argentina Pay Group Monthly - CERT - 01/01/2019 - 01/31/2019 (Monthly) - 04/12/2019

In the center, a modal window titled "Manage Business Processes for Worker" is displayed. It shows a list of business processes assigned to the worker Leon Dean (Terminated) (26290). One item is listed: "Maintain Local Payroll Data for Hire: Leon Dean (26290) - Consultant on 04/01/2019". A red star highlights the "Cancel" button next to this item. Below the list, there is a comment input field with the placeholder "enter your comment" and a "Submit" button. At the bottom of the modal, there is a "Process History" section showing a step completed by Logan McNeil (21001) on 04/28/2019, and a note about an automatic complete event.

Additionally, the HR practitioner sees the notification alert confirming the successful termination.

The screenshot shows the Workday Notifications interface. At the top right, there is a red circle with the number '213' and a bell icon, indicating multiple notifications. A red arrow points from the text above to the 'Preview Notification Details' section. The left pane lists several notifications, and the right pane provides detailed information about one specific notification:

| Preview Notification        | Notify Logan McNeil of The Termination Was successful.                                 |
|-----------------------------|----------------------------------------------------------------------------------------|
| Business Process Definition | Termination for EDI                                                                    |
| Notification                | Exit of b - Service: Transmit ~Employee~ Data to Third Party Payroll Interface Partner |
| Language                    | English (United States)                                                                |
| Subject                     | The Termination Was successful.                                                        |
| Message                     | The Termination Was successful.                                                        |

## Termination Processed with Messages

This example shows an EDI termination sent before and EDI Hire is completed which fails because the EDI New Hire still has pending errors.

The screenshot shows the Workday inbox interface. On the left, there is a list of messages. One message is highlighted, showing details about a failed EDI termination:

**Review Event Driven Integration for Third Party Payroll**  
Payroll for Hire: Finlay Bates (26298) - Consultant on 04/01/2019  
5 minute(s) ago - Effective 04/01/2019

**Review Event Driven Integration for Third Party Payroll**  
Payroll for Terminate: Lizeth Porous (Terminated) (26170) on 04/03/2019  
17 minute(s) ago - Effective 04/03/2019

**One-Time Payment: Gilliq Jone (26297) - Business Analyst**  
23 minute(s) ago - Due 04/16/2019; Effective 08/01/2018

**One-Time Payment: Noamq Dleón (26296) - Business Analyst**  
23 minute(s) ago - Due 04/16/2019; Effective 08/01/2018

**One-Time Payment: Aurisq Krickstein (26295) - Business Analyst**  
23 minute(s) ago - Due 04/16/2019; Effective 08/01/2018

**Terminate: Billy Lane (Terminated) (26294)**  
50 minute(s) ago - Due 04/29/2019; Effective 04/01/2019

**Terminate: Archie Sykes (Terminated) (26293)**  
53 minute(s) ago - Due 04/29/2019; Effective 04/02/2019

**Maintain Local Payroll Data for Hire: Billy Lane (26294)**  
53 minute(s) ago - Consultant on 04/01/2019

The main content area displays the details of the terminated employee, Finlay Bates (26298), including his position as a Consultant, pay group as EDI GBR Pay Group GV Monthly, event date as 04/01/2019, and payroll vendor status as Payroll Errors reported. Below this, a section titled "Payroll Vendor Errors and Warnings" lists two errors:

- Employee was not updated due to errors in Organizational Information.**  
Functional Area: Actions  
Diagnosis: An error has been encountered in one of the following mandatory fields: Legal Entity, Location, Department, Employee Type, Employee Subgroup.  
Action: Check your entries and correct as necessary.
- Legal Entity for Location was not found**  
Functional Area: Organizational assignment  
Diagnosis: The Legal Entity and Location combination does not exist.  
Action: Provide a valid Legal Entity/Location combination or ask ADP to add the missing combination in the payroll system configuration.

At the bottom, there are three buttons: "Submit" (orange), "Resend to Payroll" (blue), and "Cancel".

# Global Payroll Reconciliation

## Solution Overview

---

### What is GPR?

Workday Global Payroll Reconciliation, or GPR, essentially compares Workday *Payroll Effective Change Interface* (PECI) data with the results of loading this data in GlobalView. This automated process of reconciling the master data leverages bi-directional integration reducing the need for client-created manual or custom reconciliation processes. The initial offering was limited to 30 core fields but has grown to support reconciling over 100 fields as ADP continues to expand the scope to additional countries and localized fields.

The goal of reconciliation is to provide an accurate report of GlobalView data so the Workday comparison can highlight variances requiring investigation.

### How does GPR work?

The request for reconciliation is initiated in Workday for a particular pay period and pay group. GlobalView then extracts the employee data while applying reverse transformation and sends those values to Workday. The GlobalView reconciliation extract

- includes only PECI supported fields
- does not distinguish the data source (PECI vs. GlobalView direct updates)
- sends values as they exist for the selected pay period

Communication between the systems is managed via APIs hosted by GlobalView on the MuleSoft platform.

Then Workday compares the incoming values to Workday's database for the same time period and reports:

1. Employees missing from GlobalView which exist in Workday
2. Employees missing from Workday which exist in GlobalView
3. Field values that do not match.

## Reducing False GPR Variances

Instruct clients to utilize Workday's reconciliation field attributes to ignore differences due strictly to special characters, sentence case, or rounding.

## Resolving GPR Variances

Variance research involves comparing the data sent by GlobalView to Workday.

1. Does the GlobalView reconciliation data match what was sent by PECI?
  - a. Clients should avoid updates made outside the integration process
  - b. Clients should fix legacy GlobalView values so both systems are back in sync.
  - c. Missing value mapping should be fixed by the ADP associate.
2. Does the Workday data match the GlobalView reconciliation data?
  - a. The client's *DataChangeAudit Report* from their Workday Reconciliation Integration Event can confirm the Workday data used for the comparison. The implementation team can confirm if the wrong values were compared and open a ticket to team 3884 for further assistance.

## Pre-requisites

---

The Reconciliation solution requires that the following be in place:

- Standard integration between Workday and GlobalView via PECI. In Workday, both PECI connectors and Reconciliation are country-specific, which means that Reconciliation can only be used in a country where the PECI connector has been implemented or is being implemented.
- Reconciliation solution relies on the PECI Connector having been set up and processed by GlobalView for a country.
- Workday x509 certificates installed in GlobalView. These are the same certificates that are used by Enhanced Integration and EDI. Use the same instructions from the [Required Settings](#) section under Event-Driven Integration for implementation details.
- Employee's existing Workday Pay Group values must be updated in GlobalView. Refer to the [Update External Payroll Area in IT0001 \(ZZABK\\_EXT\)](#) instructions.
- To reconcile IT0014, wage types must be mapped in GlobalView. It's recommended that wage type mapping be mandatory for all implementations since clients may choose to implement reconciliation at a later date.
- To reconcile IT0015, refer to the [Limitations](#) section.

Refer to the [entire ITS Set-Up Tasks](#) section.

---

Instructions for running the [Global Payroll Reconciliation Data Scope Report](#) are found in the Ancillary Tools chapter. The Confluence page [Related Documents for Workday Integration](#) includes information for Workday reconciliation field attribute settings.

## Behaviour and Limitations

1. The inclusion of fields for reconciliation is configured in Workday against each certified connector's 'Integration Field Attributes'. ADP will provide recommended settings for these attributes, although clients may decide to exclude certain fields from the reconciliation or to have differences reported as 'information' rather than 'errors'. It should be noted that GlobalView will report the same fields for all clients and will push changes to all clients. Changing the behaviour of the application can therefore only be achieved in Workday.
2. Reconciliation will not be allowed by GV when a PECL batch file or EDI file is being loaded for the same country. The solution will respond to Workday with the following message: 'A file is currently being processed for this pay group. Please try again later.'
3. Reconciliation will not be allowed by GV for an earlier payroll period when a batch file exists for this period that has not yet been loaded. The solution will respond to Workday with the following message: 'Unloaded file(s) exist for an earlier period. Please contact ADP or try again later.'
4. Where data is loaded manually during the Main Corrections phase, the files will not be considered for the last successful load date provided to Workday and differences are therefore to be expected in the reconciliation.
5. Where the value-mapping configuration of a field changes between transformation and extraction, the latest source value will be reported, rather than the original source value.
6. Where multiple source values are mapped to a single target value (e.g. n:1 mapping) or a condition has been used in the value mapping, the first value found in the value mapping will be returned without regard for configured conditions.
7. For IT15, If a wage type is updated multiple times on the same effective date the wage type can't be reconciled. If the time constraint is set to 2 or 3, GlobalView combines those records into a total amount.
8. PECL values that change due to G2 integration features may not be taken into account and may result in Workday variances. For example, [Workday – GlobalView Start Date Alignments](#) settings.
9. Refer to [IT2001 - Absences \(Reconciliation\)](#) for limitations related to absences.

|            |                                         |                                                                                                                                                                    |
|------------|-----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Scenario 1 | Data from PECL standard connector to GV | Is reconciled                                                                                                                                                      |
| Scenario 2 | Data from WD via custom G2              | Not supported for reconciled:<br>Although data is in both WD and GV because the standard method was bypassed the standard reconciliation process is not supported. |

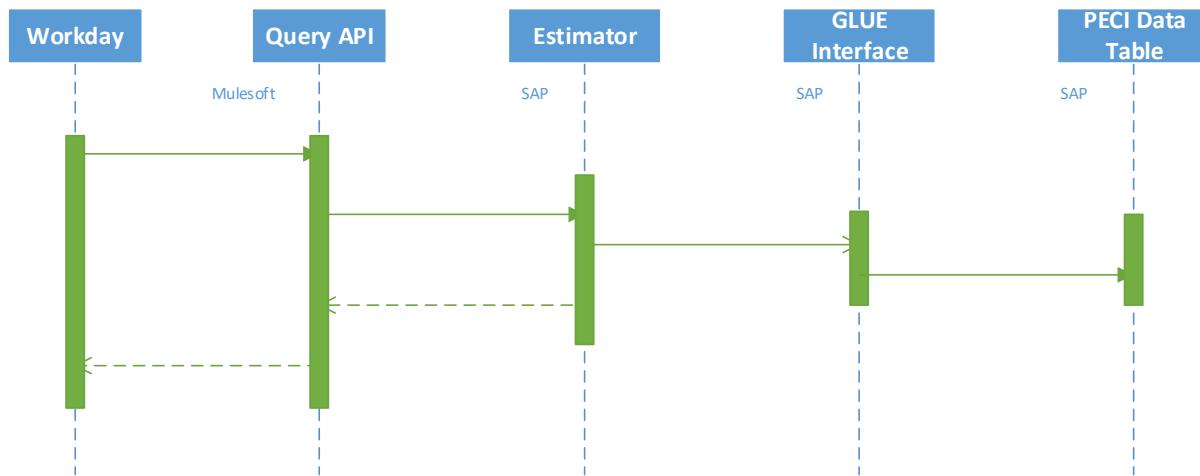
|            |                                                        |                                                                                                                                        |
|------------|--------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
|            |                                                        |                                                                                                                                        |
| Scenario 3 | Data from 3 <sup>rd</sup> vendors to GV                | Because the data did not originate in WD and sent via the standard PECI connector the standard reconciliation process is not supported |
|            | Client adding Workday after already live in Globalview | Reconciliation is supported only after going live with the first standard PECI connector run.                                          |

## Processing Overview

The ADP solution consists of 3 APIs hosted by GlobalView:

- Query API to extract data.
- Result API to return reconciliation results to Workday.
- XSD API to send Workday the current values for the fields supported by GlobalView for reconciliation.

### Query API

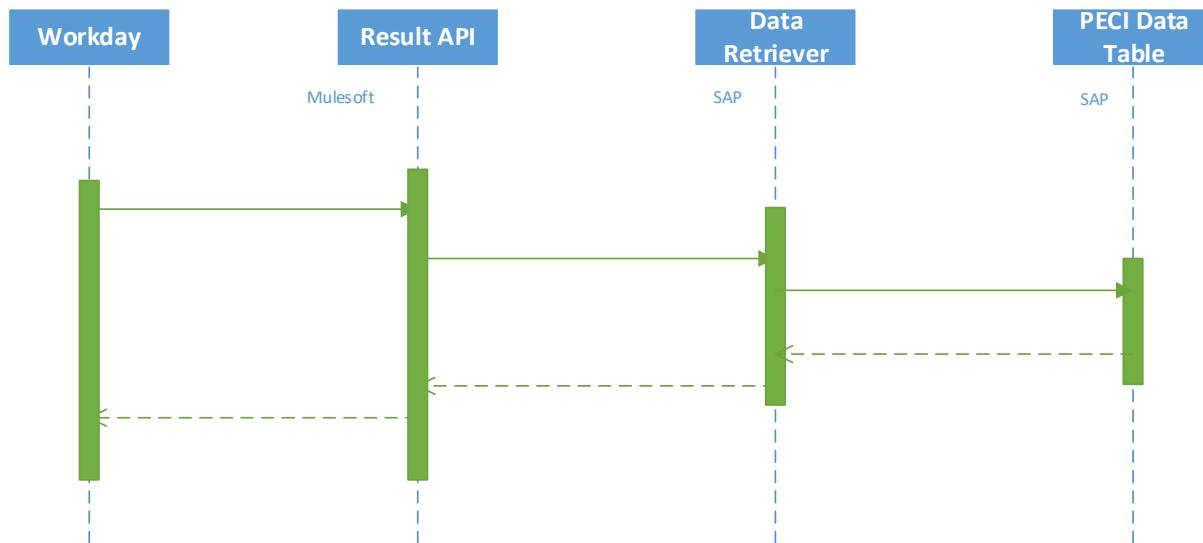


The first API accepts from Workday a set of parameters that are used to:

- Determine whether Reconciliation can be performed.
- Initiate the extraction process as a background job.
- Determine the timestamp of the last file to have been successfully loaded via G2.
- Estimate the duration of the extract.

The feasibility of performing the extraction, the timestamp, the estimate, and a unique process ID are then returned to Workday in the API response, based upon which Workday triggers a PECL run.

## Result API



Once the estimated duration has elapsed, Workday calls the second API to retrieve the results. The first call to this API returns the number of employees, whilst subsequent calls return employee data in pages, based on a page size determined by Workday.

### ***Retrieving Employee Reconciliation Data***

Be familiar with the [Behaviour and Limitation](#) section details.

Workday's Reconciliation request includes the selection criteria:

- Pay group
- Pay Period Selection (Use Earliest Open Pay Period vs. Use Pay Period for Current Date)
- Pay Group Members (Include/Exclude option available)
- Integration System (this should be the PECI extract for the relevant Pay Group).

Using the Workday reconciliation criteria as the starting point, GlobalView choose all employees in the country associated with the pay group then continues arriving at the employee selection set as follows:

1. Employees with IT0001 field External Payroll Area matching the Workday Pay Group in the request.
2. Employees with the employment status of:
  - a. Active employees: must be active at any point within the selection period.

- b. Terminated employees: must be terminated within the selection period based on either of these dates:
  - i. a termination date (+1)
  - ii. or a 'Run payroll up to' date in infotype 0003
- c. Transferred employees: moving External Payroll Areas either:
  - i. during the selection period: reported for reconciliation under both Pay Groups.
  - ii. before the selection period: reported against the latest Pay group extract.

Workday compares GlobalView's Last Successful **Load** Date (LSLD) to their Last Successful **Run** Date (LSRD) to query their database including successful EDI transactions (excludes overallResult values = 'Errors' or ='Not Processed') which fall within the payroll period being extracted.

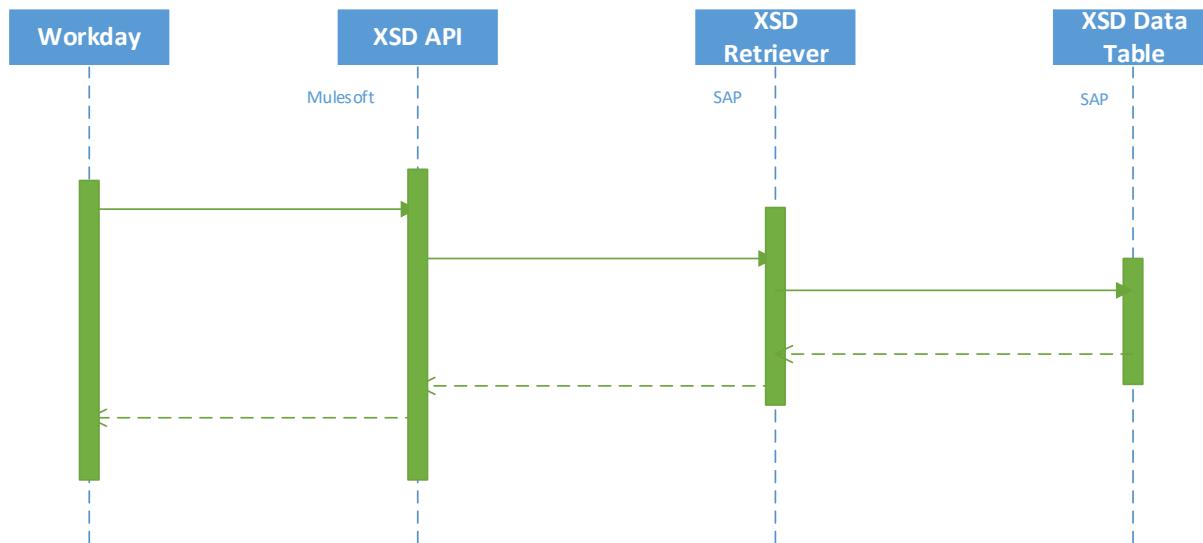


Workday must be configured to update the Last Successful Run Date (LSRD) only when PECI runs in Primary mode.

LSRD must not be updated when

- running PECI in Ad-Hoc mode
- or when running Reconciliation.

## XSD API



Once the data has been stored by Workday, a call is made to the third API to retrieve an XSD (XML Schema Definition) file that outlines the fields that are supported by GlobalView as part of the reconciliation. Workday then compares this XSD to its own and compares fields based on the intersection of the two files.

## GLUE Extractor

The GLUE extractor provides a workbench via which consultants can:

- Perform test extractions.
- View the extraction results in XML format.
- Download the extraction results to a local PC.
- View the contents of the logging process.

This workbench may be accessed via transaction ZADP\_M99\_GLU\_ADMIN which requires having the ZGVE\_99\_A\_<Country>\_1\_DATA\_&\_CONFIG role.

The screenshot shows the GV Universal Extractor interface. On the left, there's a tree view of 'GLUE Interface List' containing various extraction types like 'Master and Payroll data', 'Data Reconciliation Report', and 'Workday PECI Reconciliation'. A specific node under 'Workday PECI Reconciliation' is expanded, showing sub-options for Brazil, France, Germany, and Global. The main panel displays a table titled 'PECI99: Workday Reconciliation - Global' with columns for Status, Run Number, Run Date, User Name, Description, Run Time, Interface Run Type, and Intf.ID. The table lists several completed runs from August 27, 2018, to September 27, 2018. Below the table is a navigation bar with 'Interface Monitoring', 'Reports', and 'Administration' tabs, with 'Reports' selected. Under 'Reports', there are buttons for 'Data Viewer', 'Log Viewer', and 'Download xml'.

The Log Viewer will display differently for extractions executed via the GUI and via API, with the latter showing details of the API process:

This screenshot shows a log viewer for a reconciliation job. It includes sections for 'Process Id' (20180927072804BBnZBf), 'Extract Initiated By' (Query API), 'Selection Criteria', 'Query API', 'XSD API', 'Result API', 'Background Job', and 'GLUE'. The 'Selection Criteria' section lists parameters like External Payroll Area (GPC-US-MO), Start Date (20180801), End Date (20180831), Members Included (330018), and Members Excluded (N/A). The 'Query API' section shows successful status and a message indicating the job was initiated successfully. The 'XSD API' section shows successful status and N/A message. The 'Result API' section shows successful status, success message, employee count (000001), and page size (000001). The 'Background Job' section shows the job name (RAS\_20180927072804BBnZBf), job number (07280400), and job status (Transformation Completed).

## Reconciliation Data Scope

---

A GlobalView report has been developed allowing consultants and clients the ability to view an accurate picture of the infotypes and fields that are supported by the Reconciliation in different countries.

This report may be accessed:

- ✓ via transaction ZIADP\_M99\_PECI\_DSCPE
- ✓ or via menu: ZCON> SAP Menu > Reports > Workday Reconciliation Data Scope Report. Use the variant ‘RAAS\_COUNTRIES’ as needed.

It should be noted that fields considered for Reconciliation were pre-defined by an agreement between Workday and ADP where the only supported change is a reduction in reconciliation scope controlled by clients within their Workday tenant. All clients will have the same fields reported by GlobalView, but the display of reconciliation results is controlled by Workday. Additional data scope may be submitted via a CRM ticket for further evaluation.

## Required Settings

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### Workday

A copy of Workday's [Global Payroll Reconciliation](#) documentation can be accessed from Confluence (<https://confluence.es.ad.adp.com/display/euI/Workday+Documentation>). Because Workday owns this document it is subject to change. The document includes Workday configuration settings, report retention, and other details. The client is expected to give ADP their tenant's Workday generated x509 certificate which may already exist if [Event-Driven Integration](#) (EDI) or Workday Enhanced Integration is already implemented.

Also, refer to the [Update External Payroll Area in IT0001 \(ZZABK\\_EXT\)](#) instructions explaining how to update Workday Pay Group values to the GlobalView IT0001 External Payroll Area field.

Ensure the client's Domain Security Policies are updated to grant reconciliation access (PUT access to the *Set-Up: Payroll Interface domain*) and grant reconciliation notifications (*View access View: Maintain Payroll Interface domain*) which controls who can run reconciliation and who can view reconciliation results.

Refer to the [entire ITS Set-Up Tasks](#) section for additional important information.

**NOTE:** The timing of updating the External Payroll Area is critical to avoid triggering payroll reprocessing.

### GlobalView

Consultants need to ensure that the following configuration is in place before the Reconciliation process is tested. Use the [Solution Verification Tool](#) documented in the Ancillary Tools section to ensure the Reconciliation setup is complete.

#### **External Payroll Area**

##### T77S0 Switch EXPYA

Complete the [Update External Payroll Area in IT0001 \(ZZABK\\_EXT\)](#) activities as documented in the Ancillary Tools chapter unless payroll area mapping is conditional based on the Company Code, in which case the application will read the Value mapping and Conditions tables to determine which employees belong to the Workday Pay Group:

By contrast, clients with 1:1 mapping of Pay Groups to Payroll Areas are already expected to be configured in the Value mapping table ZCADP\_CON\_VLMAP for the ADP Field Name 'Pay\_Group\_Code {Summary}'.

**Navigation from ZCON menu:** SAP Menu > Inbound > Configuration File Setup.

Select the solution/country group and select Value Mapping Fields > Value Mapping Transformation.

| Seq. Nr | Condition Code | Source Value               |
|---------|----------------|----------------------------|
| 001     |                | GPC-GB-MO                  |
| 002     |                | GPC-GB-MO-GVS              |
| 003     |                | GPC-GB-WK-0800-RN-RaaS-1   |
| 004     |                | GPC-GB-2WK-0800-RN-RaaS5-1 |
| 005     |                | GPC-GB-HR                  |
| 006     |                | GPC-GB-GA                  |
| 007     |                | GPC-GB-MO-0810             |
| 008     |                | EDI-GBR                    |

### **GLUE**

Consultants should activate the Interface IDs for the countries for which the client wishes to run the Reconciliation. Consultants should not confuse this activation switch with that of the Configuration Set:

**TCODE:** SM34 > ZXADP\_VC\_GLU1 > Interface IDs

Interface ID PECI99 (GLOBAL) must be activated when the client needs to run the reconciliation for a country that is not in the above list.

The screenshot shows a SAP application window titled "Display View 'Interface IDs': Overview". The left sidebar contains a tree view of configuration structures, with "Interface IDs" selected. The main area displays a table titled "Interface IDs" with the following columns: Intf.ID, Description, Int.Type, Conf.Set, Nr. of Snp, Mths Retro, and Active.

| Intf.ID | Description                            | Int.Type | Conf.Set | Nr. of Snp | Mths Retro | Active                              |
|---------|----------------------------------------|----------|----------|------------|------------|-------------------------------------|
| MX01    | MX - Monthly                           | ZUHRA1   | 998052   | 999        | 12         | <input checked="" type="checkbox"/> |
| MX02    | MX - Monthly                           | ZUHRA1   | 999052   | 999        | 12         | <input type="checkbox"/>            |
| MY01    | MY - Monthly                           | ZUHRA1   | 999060   | 999        | 12         | <input checked="" type="checkbox"/> |
| NL01    | NL - Monthly                           | ZUHRA1   | 999031   | 999        | 12         | <input checked="" type="checkbox"/> |
| NO01    | NO - Monthly                           | ZUHRA1   | 997047   | 999        | 12         | <input type="checkbox"/>            |
| NO02    | NO - Monthly                           | ZUHRA1   | 998047   | 999        | 12         | <input checked="" type="checkbox"/> |
| NO03    | NO - Monthly                           | ZUHRA1   | 999047   | 999        | 12         | <input type="checkbox"/>            |
| NZ01    | NZ - Monthly                           | ZUHRA1   | 998064   | 999        | 12         | <input checked="" type="checkbox"/> |
| NZ02    | NZ - Monthly                           | ZUHRA1   | 999064   | 999        | 12         | <input checked="" type="checkbox"/> |
| OM01    | OM - Monthly                           | ZUHRA1   | 999968   | 999        | 12         | <input checked="" type="checkbox"/> |
| PE01    | PE - Monthly                           | ZUHRA1   | 999051   | 999        | 12         | <input type="checkbox"/>            |
| PE02    | PE - Monthly                           | ZUHRA1   | 997051   | 999        | 12         | <input checked="" type="checkbox"/> |
| PECI01  | Workday Reconciliation - Germany       | ZPECI1   | PECI01   | 0          | 0          | <input type="checkbox"/>            |
| PECI04  | Workday Reconciliation - Spain         | ZPECI1   | PECI04   | 0          | 0          | <input type="checkbox"/>            |
| PECI06  | Workday Reconciliation - France        | ZPECI1   | PECI06   | 0          | 0          | <input checked="" type="checkbox"/> |
| PECI08  | Workday Reconciliation - Great Britain | ZPECI1   | PECI08   | 0          | 0          | <input checked="" type="checkbox"/> |
| PECI25  | Workday Reconciliation - Singapore     | ZPECI1   | PECI25   | 0          | 0          | <input checked="" type="checkbox"/> |
| PECI37  | Workday Reconciliation - Brazil        | ZPECI1   | PECI37   | 0          | 0          | <input checked="" type="checkbox"/> |
| PECI40  | Workday Reconciliation - India         | ZPECI1   | PECI40   | 0          | 0          | <input checked="" type="checkbox"/> |
| PECI99  | Workday Reconciliation - Global        | ZPECI1   | PECI99   | 0          | 0          | <input checked="" type="checkbox"/> |
| PH01    | PH - Monthly                           | ZUHRA1   | 999065   | 999        | 12         | <input checked="" type="checkbox"/> |
| PL01    | PL - Monthly                           | ZUHRA1   | 998048   | 999        | 12         | <input checked="" type="checkbox"/> |
| PL02    | PL - Monthly                           | ZUHRA1   | 999048   | 999        | 12         | <input type="checkbox"/>            |

### Basic Pay Wage Types

Consultants should add all Basic Pay wage types that are reported for the country in the PECL field override ‘ptdf:Basic\_Pay\_Wage\_Type’ to the first Override Parameter field in table ZXADP\_M99\_RCONFIG shown below:

**ZCON Menu:** SAP > Outbound > Workday->Reconciliation > Raas Configuration Table

| Conf.Set | Record Type  | Rec.Subtype | Extract Field | Seq.Nr. | Parameter 1                   |
|----------|--------------|-------------|---------------|---------|-------------------------------|
| PECI01   | COMPENSATION |             | BASIC_PAY     | 1       | 1000,1500,1003,1101,1401      |
| PECI04   | COMPENSATION |             | BASIC_PAY     | 1       | 1000,1500,1003,1101,1401,1100 |
| PECI06   | COMPENSATION |             | BASIC_PAY     | 1       | 1000,1500,1003,1101,1401,1110 |
| PECI08   | COMPENSATION |             | BASIC_PAY     | 1       | 1000,1500,1003,1101,1401      |
| PECI25   | COMPENSATION |             | BASIC_PAY     | 1       | 1000,1500,1101,1003,1401      |
| PECI37   | COMPENSATION |             | BASIC_PAY     | 1       | 1000,1500,1003,1101,1401      |
| PECI40   | COMPENSATION |             | BASIC_PAY     | 1       | 1000,1500,1003,1101,1401      |
| PECI99   | COMPENSATION |             | BASIC_PAY     | 1       | 1000,1500,1003,1101,1401      |

Wage types should be separated by commas.

This will allow the GLUE extractor to report the correct basic pay wage types to align with the basic pay wage types received from Workday.

### Wage Type Injections



Wage type injections from IT0014 to IT0008 is currently not supported for reconciliation.

## Last Successful Load Date

To ensure that Workday queries the database in alignment with the last update to the GlobalView database, the Query API returns a ‘Last Successful Load Date’. This date is determined as follows:

1. Check table ZXADP\_RAAS\_LSLDT for a manually provided LSID. This table may be configured in any system and is provided to act as an override in case no files have been loaded into GV from which the LSID may be determined (e.g. during testing in PQx).

| Table to store Last successful load Date |            |            |            |           |
|------------------------------------------|------------|------------|------------|-----------|
| Ext Payroll Area                         | Start Date | End Date   | LSID Date  | LSID Time |
| GPC-GB-2WK-0800-RN-RaaS-1                | 24.11.2018 | 07.12.2018 | 26.11.2018 | 231539    |

2. Check table ZXADP\_CON\_PRLOGV for the last file to have been successfully loaded into GV.
3. Return yesterday’s date if neither of the tables provides the required data.

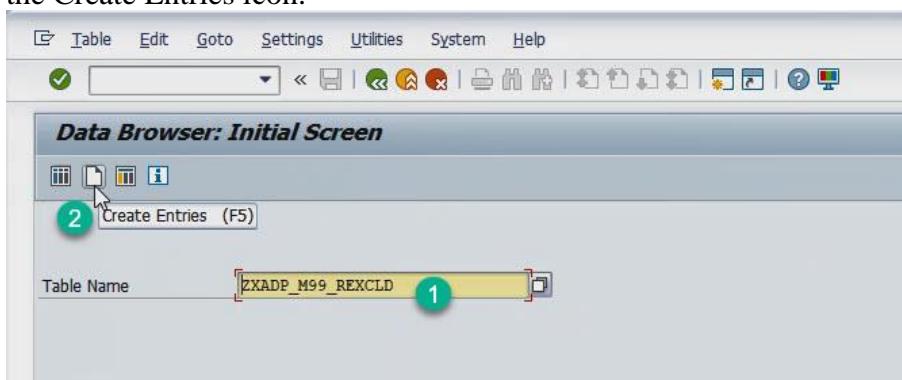
### Solution Verification Utility

This program confirms if the configuration is complete for either the Workday Reconciliation or the Batch Error solutions features for a specific country. See the [Solution Verification Utility](#) in the Ancillary Tools Chapter.

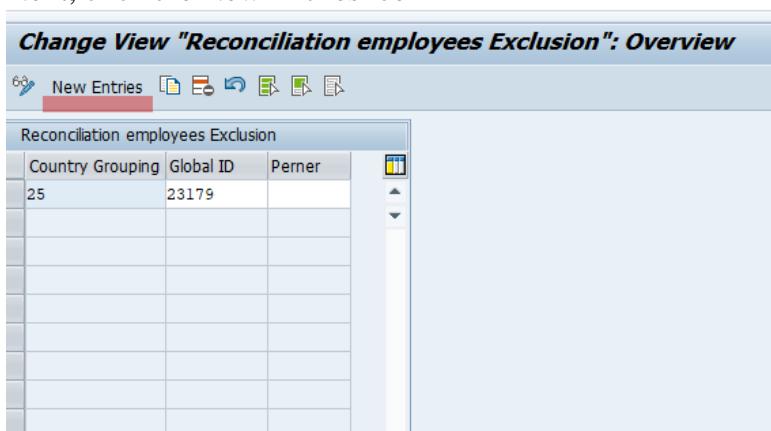
### **Excluding GlobalView-Only Employees**

Occasionally a client may pay employees in GlobalView which are explicitly not entered in Workday. Such employees would always be reported in the Workday Reconciliation report in section “Employee in Vendor and not in Workday. To eliminate this explainable variance these employees can be entered in table **ZXADP\_M99\_REXCLD** via SE16 or SM30 so they are permanently excluded from the GlobalView reconciliation data sent to Workday thereby avoiding false variances.

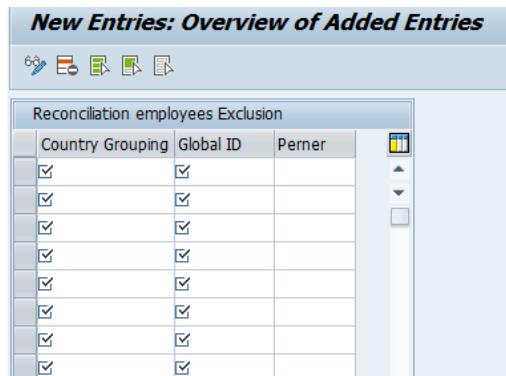
To add employees for exclusion, access SE16\SM30, enter **ZXADP\_M99\_REXCLD** and click the Create Entries icon.



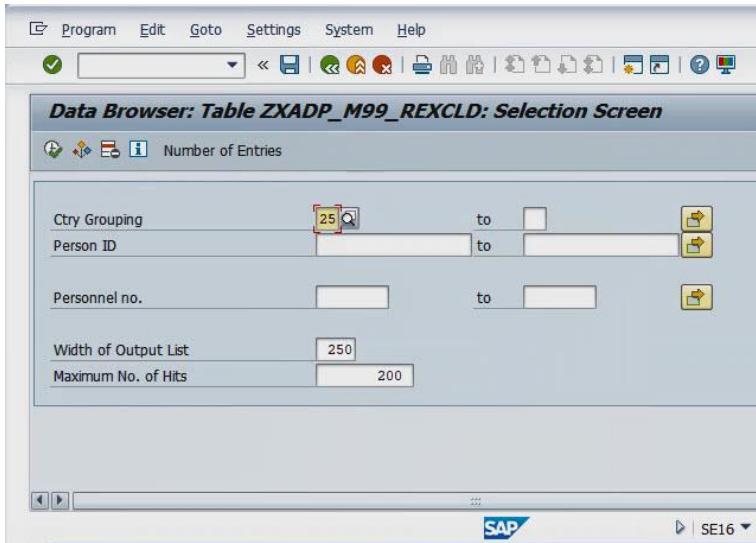
Next, click the New Entries icon



... and add employees to the list. Be sure to enter the Country (Molga) and Global ID value from IT0709/IT0032. And to exclude any employees who are in-country transfers or international transfers, Also, enter the employee’s ID (PerNr).



Use the Table Contents icon instead of Create Entries icon to view the excluded employees.



## Error Handling

Error handling is the same as for EDI and works as follows:

| Result                                        | Scenario                        | RFC Return Code | HTTP Status Code | HTTP Status Message | Message Body                                                                                                                              |
|-----------------------------------------------|---------------------------------|-----------------|------------------|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| MuleSoft Application Check Failure            | Incorrect method used           | N/A             | 405              | Method Not Allowed  | {         "error": "Client Error",         "errors": [             {"message": "Method should be <Expected Method>"}         ]     }      |
|                                               | Expected Parameter not provided | N/A             | 400              | Bad Request         | {         "error": "Client Error",         "errors": [             {"message": "<Parameter name> parameter not provided"}         ]     } |
|                                               | Expected Header not provided    | N/A             | 400              | Bad Request         | {         "error": "Client Error",         "errors": [             {"message": "<Header name> header not provided"}         ]     }       |
| Connectivity failure between MuleSoft and SAP | Unable to connect to back-end   | N/A             | 503              | Service Unavailable | {         "error": "Server Error",         "errors": [             {"message": "The server could not be contacted"}         ]     }       |
|                                               | No response from the back-end   | N/A             | 504              | Gateway Timeout     | {         "error": "Server Error",         "errors": [             {"message": "The server did not respond in time"}         ]     }      |

| Result                       | Scenario                               | RFC Return Code | HTTP Status Code | HTTP Status Message   | Message Body                                                                                                            |
|------------------------------|----------------------------------------|-----------------|------------------|-----------------------|-------------------------------------------------------------------------------------------------------------------------|
| Authorization failure        | One Minute Token Validation (MuleSoft) | N/A             | 401              | Unauthorized          | {         "error": "Client Error",         "errors": [             {"message": "Web token not valid"}         ]     }   |
|                              | Certificate Validation (MuleSoft)      | N/A             | 401              | Unauthorized          | {         "error": "Client Error",         "errors": [             {"message": "Certificate not valid"}         ]     } |
|                              | Token Check (SAP)                      | E               | 401              | Unauthorized          | {         "error": "Client Error",         "errors": [             {"message": "<Return Code Message>"}         ]     } |
| Error response from back-end | Internal Fault                         | E               | 500              | Internal Server Error | {         "error": "Server Error",         "errors": [             {"message": "<Return Code Message>"}         ]     } |
|                              | Request not as expected                | C               | 400              | Bad Request           | {         "error": "Client Error",         "errors": [             {"message": "<Return Code Message>"}         ]     } |
|                              | Resource not Found                     | D               | 404              | Resource Not Found    | {         "error": "Client Error",         "errors": [             {"message": "<Return Code Message>"}         ]     } |

## Investigating Errors

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Here are some guidelines for investigating Global Payroll Reconciliation issues but see the [PECI Troubleshooting Guide](#) for more detailed explanations and other scenarios.

### Processing Errors

When a reconciliation event ending in failure start by troubleshooting the 3 APIs.

1. the reconciliation query
2. the estimator (time estimated to extract the GlobalView data, employee count, and page size),
3. and the XSD results.

If the client does not see a Process ID in the Workday Reconciliation Event it is likely due to an issue with the query API. Use the log viewer to find the recent reconciliation run in GlobalView Glue Workbench. Write a CRM product ticket to team 3884 including the raw message responses and the consolidated report found on the Workday reconciliation event results page.

|                             |     |                                                  |
|-----------------------------|-----|--------------------------------------------------|
| Process Id                  | :   | 201910231429034upgQZ                             |
| Extract Initiated By        |     | Query API                                        |
| <b>Selection Criteria</b>   |     |                                                  |
| External Payroll Area       | :   | 0029                                             |
| Start Date                  | :   | 20191001                                         |
| End Date                    | :   | 20191031                                         |
| Members Included            | :   | N/A                                              |
| Members Excluded            | :   | N/A                                              |
| Query API                   | (1) |                                                  |
| Query API Status            | :   | Successful                                       |
| Query API Message           | :   | The Extract job has been initiated successfully. |
| Skip Reconciliation         | :   | No                                               |
| Skip Reconciliation Reason  | :   | N/A                                              |
| Estimated Duration(Seconds) | :   | 60                                               |
| Last Successfull Load Date  | :   | 2019-10-22T19:38:32                              |
| XSD API                     | (3) |                                                  |
| XSD API Status              | :   | N/A                                              |
| XSD API Message             | :   | N/A                                              |
| Result API                  | (2) |                                                  |
| Result API Status           | :   | N/A                                              |
| Result API Message          | :   | No data exists for this page.                    |
| Employee Count              | :   | N/A                                              |
| Page Size                   | :   | N/A                                              |
| Background Job              |     |                                                  |
| Job Name                    | :   | RAAS_201910231429034upgQZ                        |
| Job Number                  | :   | 14292400                                         |
| Job Status                  | :   | N/A                                              |
| GLUE                        |     |                                                  |
| GLUE Extraction Status      | :   | Successful                                       |
| GLUE Run Number             | :   | 0000000171                                       |
| GLUE Interface              | :   | Workday Reconciliation - Global                  |
| GLUE Configuration          | :   | Workday Reconciliation - Global                  |

1. If the client provides the Process ID then check for a failure in the estimator or XSD process. Use Tcode SE16 | ZXADP\_CON\_RLOG to look up the run number for the process ID.
2. Next, open the Glue Workbench and look for that run for that country. Then using the Log Viewer to see at which point the process failed.

Write a CRM product ticket to team 3884 stating the Process ID, the Run Number, and which API failed. Ask the client for the consolidated report found on the Workday reconciliation event results page and attach it to the CRM ticket.

Also, refer to the [Workday Deployment Guide](#) for reconciliation issues that may occur in Workday.

## Variances

Troubleshooting variance involves determining:

- Is there an issue with the data sent by GlobalView?  
*Download the reconciliation XML in the GlobalView Glue Workbench for the specific reconciliation run and check for unexpected values. When clients have multiple PECI99 Countries, use SE16 / ZXADP\_CON\_RLOG to determine the run number of the Glue Extract using the Workday Reconciliation Process ID.*
- Is there a Workday issue with respect to reporting reconciliation data?  
*The client should check the employee's data in the Workday DataChangesAudit report vs. the Workday reconciliation values for unexplained differences.*
- Is this a real variance caused by client customization or specialized processing?  
*Review the client's configuration for customizations not supported for reconciliation processing which would explain the variance.*
- Could the variance reported be tied back to the way the data was processed, such as was data sent outside the PECI extract, or was the data not processed as per the client's best practices?  
*The client should trace the data from the input step to the final values in GlobalView which may indicate a process was not followed as directed by the client's best practices.*

## Workday Reconciliation Attributes

These are the GlobalView supported PECI sections for Workday's Global Payroll Reconciliation feature. Clients would be able to reduce the list within Workday and could change differences from being reported as errors to being informational. We would expect clients not to change the Daily / Period End Date / Exact Match / At Least One Match settings.

|                                                  | Include in Reconciliation | Daily | Period End Date | Exact Match | At Least One Match | Error | Informational |
|--------------------------------------------------|---------------------------|-------|-----------------|-------------|--------------------|-------|---------------|
| <b>Worker Status</b>                             | √                         | √     |                 | √           |                    | √     |               |
| - All active fields                              | √                         |       |                 | √           |                    | √     |               |
| <b>Personal/Legal_Name</b>                       | √                         |       | √               | √           |                    | √     |               |
| - All active fields                              | √                         |       |                 | √           |                    | √     |               |
| <b>Personal</b>                                  | √                         |       | √               | √           |                    | √     |               |
| - All active fields                              | √                         |       |                 | √           |                    | √     |               |
| <b>Person_Communication/Address</b>              | √                         | √     |                 |             | √                  | √     |               |
| - All active fields                              | √                         |       |                 | √           |                    | √     |               |
| <b>Person_Identification/National_Identifier</b> | √                         |       | √               |             | √                  | √     |               |
| - All active fields                              | √                         |       |                 | √           |                    | √     |               |
| <b>Position</b>                                  | √                         | √     |                 | √           |                    | √     |               |
| - All active fields                              | √                         |       |                 | √           |                    | √     |               |
| <b>Compensation</b>                              | √                         | √     |                 | √           |                    | √     |               |
| - All active fields                              | √                         |       |                 | √           |                    | √     |               |
| <b>Payment_Election</b>                          | √                         |       | √               | √           |                    | √     |               |
| - All active fields                              | √                         |       |                 | √           |                    | √     |               |

## Ancillary Tools

### Batch Errors Log Viewer

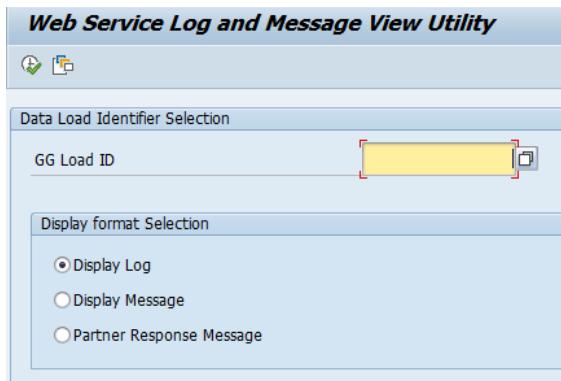
Use the PECL file's GG Load ID to check if the corresponding batch errors were sent to Workday. The GG Load ID can be copied from the [Load Summary Report](#) found on the [G2 Log](#) tab.

The screenshot shows a SAP application window titled "Integration File Load Summary Report". At the top, there is a toolbar with various icons. Below the toolbar, the main title is highlighted with a red star. In the center, there is a table with columns: Run Id, Integration File Name, G2 File Name, Status, and Status Description. The "Run Id" column shows "20190619183757cEF7ar". The "Integration File Name" column shows "WDI\_TD3002\_20190619001523\_SGPECI\_HRMD01\_DUT8G2I.SAP". The "G2 File Name" column shows "TD3002\_20190619001523\_SGPECI\_HRMD01\_DUT8G2I.SAP". The "Status" column shows "COMPL". The "Status Description" column shows "File transformed successfully". Below the table, there is a navigation bar with tabs: Mule Request & Response, File Conversion Log, and G2 Log. A red arrow points from the "G2 Log" tab down to the "GG Load ID" input field. The "GG Load ID" field contains the value "20190619183810", which is also highlighted with a red box. At the bottom of the screen, there is a SAP logo and some status indicators.

Copy the GG Load ID and paste the ID in the Batch Errors Log Viewer page.

*Transaction: ZTADP\_CON\_LOGVIEWBTC*

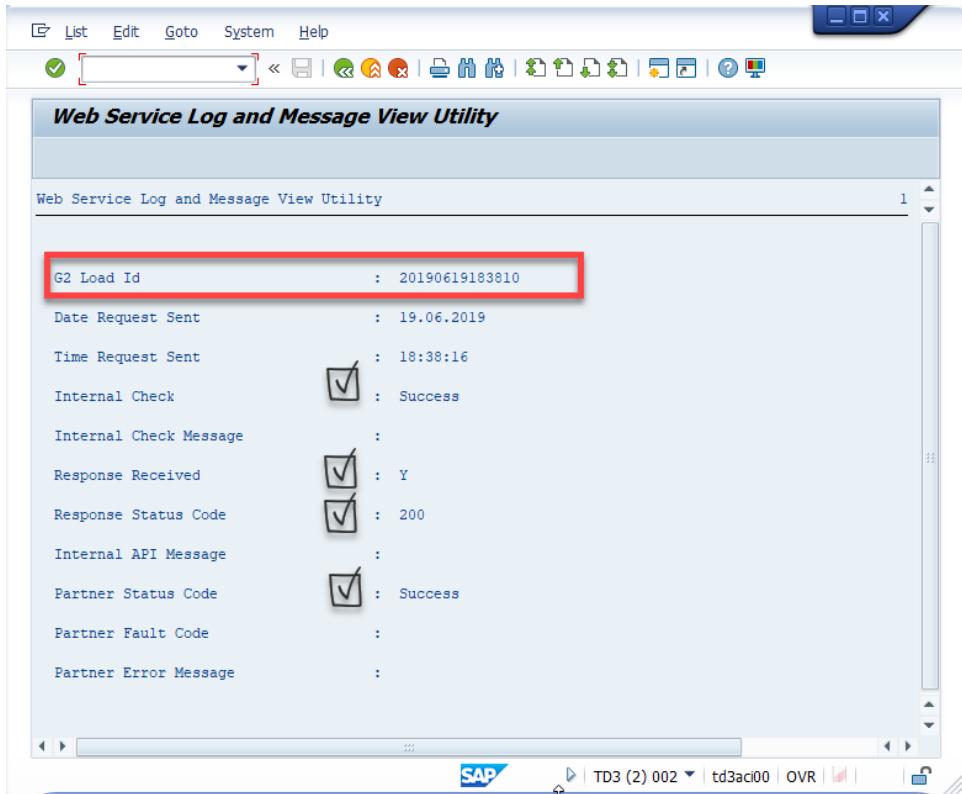
*Area Menu Path: Outbound → Workday → Batch Errors*



This program displays the log table for a specific G2 Load, the message XML sent to Workday, and the Workday response message.

## Batch Errors Log Display

The display log shows whether the batch errors API processed successfully for the GG Load ID. Response status 200 indicates success.



## **Batch Errors Message Display**

Password protection prevents the value from displaying when viewing the Batch Errors XLM. The WID identifies this batch error transaction. The G2 messages pass through the same [message transformation](#) as Event-Driven Integration. The GlobalView Message Class and Message Number are included along with the message short text, diagnosis, and procedure directly from the SE91 message table or customized components part of the message transformation.

Display XML document

```

<?xml version="1.0"?>
<soapenv:Envelope xmlns:soapenv="http://schemas.xmlsoap.org/soap/envelope/" xmlns:bsvc="urn:com.workday/bsvc">
  - <soapenv:Header>
    - <wsse:Security soapenv:mustUnderstand="1" xmlns:wsse="http://docs.oasis-open.org/wss/2004/01/oasis-200401-wss-wssecurity-secext-1.0.xsd">
      - <wsse:UsernameToken>
        <wsse:Username>lmcneil@adp_pt1</wsse:Username>
        <wsse:Password Type="http://docs.oasis-open.org/wss/2004/01/oasis-200401-wss-username-token-profile-1.0#PasswordText">*</wsse:Password>
      </wsse:UsernameToken>
    </wsse:Security>
  </soapenv:Header>
  - <soapenv:Body>
    - <bsvc:Put_Integration_Event_Error_Message_Set_Request bsvc:version="v32.0">
      - <bsvc:Integration_Event_Error_Message_Set_Data>
        - <bsvc:Integration_Event_Reference>
          <bsvc:ID
            bsvc:type="WID">0bd4903348f801348ce52cc92c0ec92e</bsvc:ID>
          </bsvc:Integration_Event_Reference>
        - <bsvc:Pay_Group_Reference>
          <bsvc:ID bsvc:type="Organization_Reference_ID">PAY_GROUP-6-466</bsvc:ID>
        </bsvc:Pay_Group_Reference>
        - <bsvc:Integration_Event_Error_Message_Worker_Data>
          - <bsvc:Worker_Reference>
            <bsvc:ID bsvc:type="Employee_ID">26764</bsvc:ID>
          </bsvc:Worker_Reference>
          <bsvc:Is_Worker_Data>1</bsvc:Is_Worker_Data>
        - <bsvc:Integration_Event_Error_Message_Data>
          <bsvc:Record_Type>Addresses</bsvc:Record_Type>
          <bsvc:Message_Category/>
          <bsvc:Functional_Area>Addresses</bsvc:Functional_Area>
        - <bsvc:Severity_Reference bsvc:Descriptor="Error">
          <bsvc:ID
            bsvc:type="Message_Severity_Level">error</bsvc:ID>
          </bsvc:Severity_Reference>
          <bsvc:Message_Number>AM653</bsvc:Message_Number>
          <bsvc:Vendor_Error_Message>Postal code 54334 must have the length 6</bsvc:Vendor_Error_Message>
          <bsvc:Diagnosis/>
          <bsvc:Procedure/>
          <bsvc:Who/>
        </bsvc:Integration_Event_Error_Message_Data>
      </bsvc:Integration_Event_Error_Message_Set_Data>
    </bsvc:Put_Integration_Event_Error_Message_Set_Request>
  </soapenv:Body>
</soapenv:Envelope>

```

## Batch Errors Partner Response

This is the API response from Workday showing success.

Display XML document X

```
<?xml version="1.0" encoding="UTF-8"?>
- <env:Envelope
  xmlns:env="http://schemas.xmlsoap.org/soap/envelope/">
  - <env:Body>
    - <wd:Put_Integration_Event_Error_Message_Set_Response
      wd:version="v32.0" xmlns:wd="urn:com.workday/bsvc">
        <wd>Status>Success</wd>Status>
      </wd:Put_Integration_Event_Error_Message_Set_Response>
    </env:Body>
  </env:Envelope>
```

## Loading Workday Files

### ***Payroll Control Record vs. G2 load processing***

Manual loads and automated loads are permitted whenever payroll is in one of these Control Record (PA03) states:

- Exit Payroll status
- Release for Early Corrections
- Release for Main Corrections (not locked)

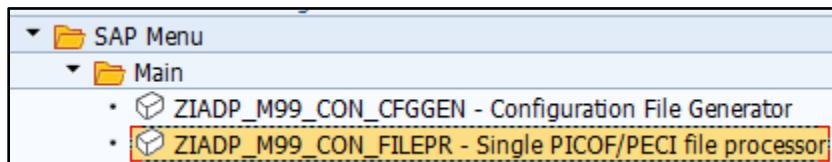
During the main corrections phase where data is in LOCKED only manual G2 loads are permitted.

Use [Single File Processor](#) for manual file loads or the [Automated Batch File Processor](#).

### **Single File Processor**

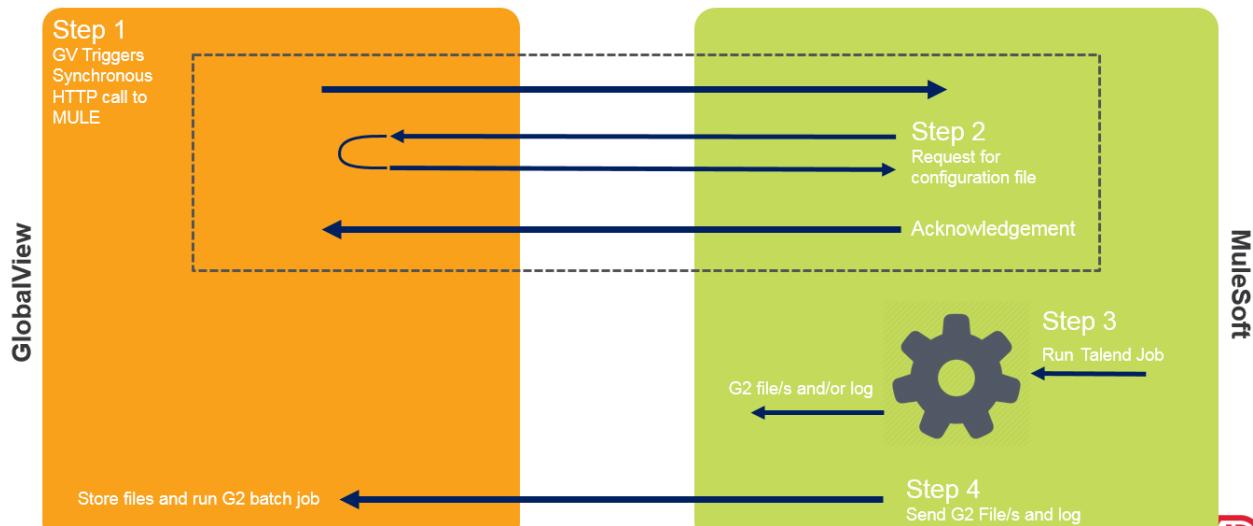
This program can be used to convert single PECI or PICOF files into a G2 file.

Go to Area Menu ‘ZCON’ → Processing → ZIADP\_M99\_CON\_FILEPR - Single PICOF/PECI file processor

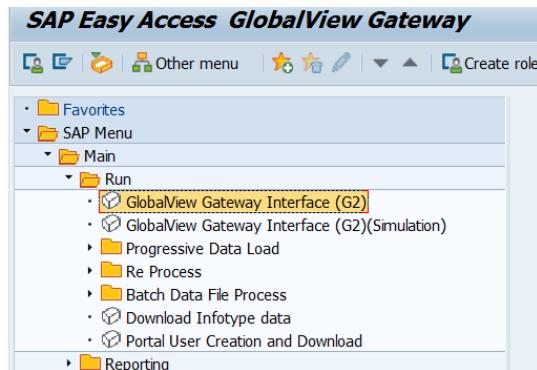


Select the PICOF / PECI file either from the application server or from Local PC using F4 help and execute.

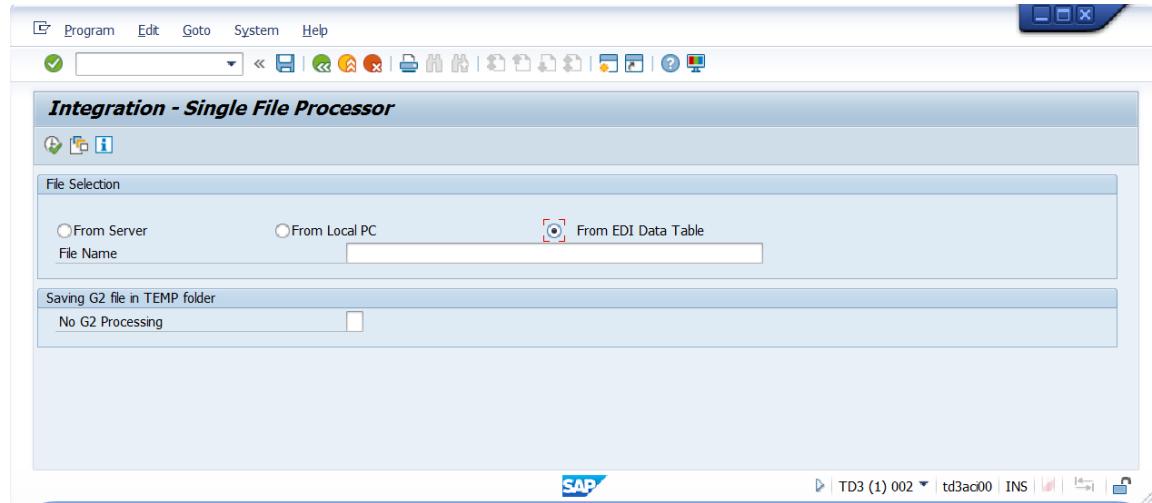
### File Process flow



### Area Menu: ZG2



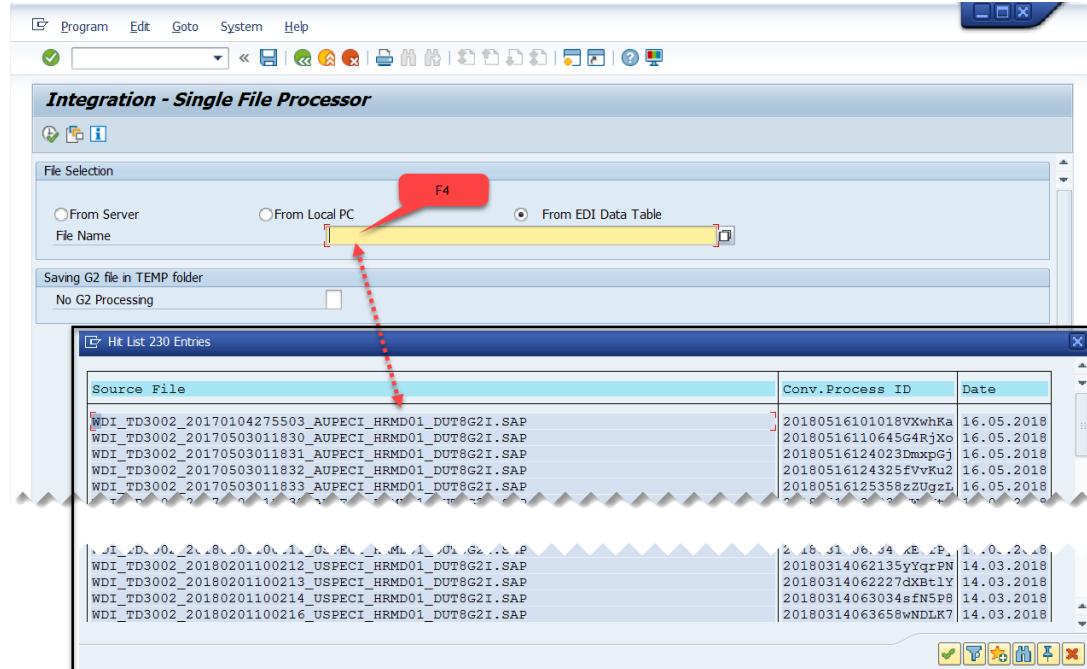
## Selection Screen



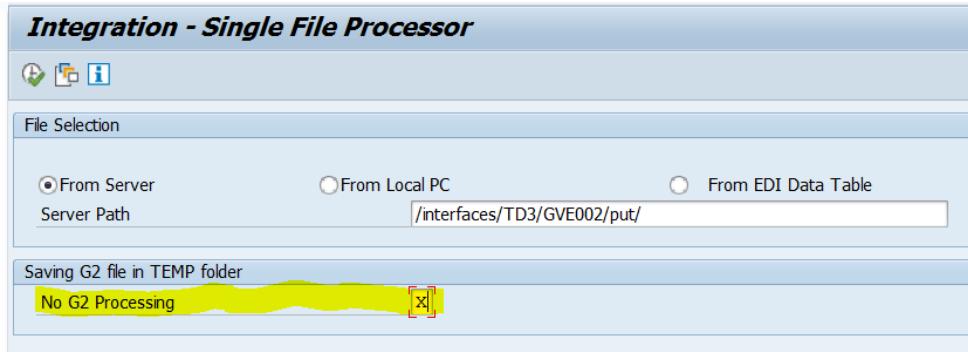
### File Selection options

- Server
- or from PC
- or, for Event-Driven Integration, EDI's ZXADP\_CON\_EDIFLS data table.

The EDI Data File option helps troubleshoot cases related to EDI→G2 transformation. View the list of EDI files from the File Name field using the **F4** function key.

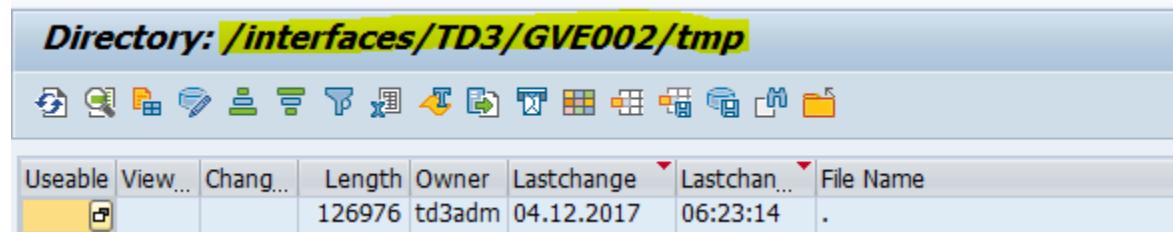


## No G2 Processing Option



- **If not selected:** The PECI transformation creates the G2 and loads it via a background job. The load requires the payroll to be in one of these states (PA03):
  - Release for Early Correction
  - Release for the Main correction.
  - Exit Payroll
- **If selected:** The PECI transformation creates the G2, places it in corresponding /tmp folder, so ZG2 transaction can load this file manually by selecting the file from /tmp folder

For an e.g. TD3/002 temporary folder is



## Output

| Single File Processor - Response                                                                                           |   |                                                                            |
|----------------------------------------------------------------------------------------------------------------------------|---|----------------------------------------------------------------------------|
| <a href="#"> Track the Current Status</a> |   |                                                                            |
| Response From MULE                                                                                                         |   |                                                                            |
| MULE Transaction ID                                                                                                        | : | 104b9112-1f49-462b-b2c0-dffa238443bd                                       |
| Status                                                                                                                     | : | S                                                                          |
| Info                                                                                                                       | : | Submitted to MULE                                                          |
| Message                                                                                                                    | : | <?xml version='1.0' encoding='UTF-8'?>#<response># <LOADID>104b9112-1f49-4 |
| Request - Input Parameters to MULE                                                                                         |   |                                                                            |
| G2 Filename                                                                                                                | : | ID3002_20170927011910_IDPECI_HRMD01_DUT8G2I.SAP                            |
| Solution                                                                                                                   | : | WD PECL                                                                    |
| System                                                                                                                     | : | TD3                                                                        |
| Client                                                                                                                     | : | 002                                                                        |
| Country                                                                                                                    | : | ID                                                                         |
| Issuer                                                                                                                     | : | globalview-rddev                                                           |
| Source Filename                                                                                                            | : | WDI_ID3002_20170927011910_IDPECI_HRMD01_DUT8G2I.SAP                        |

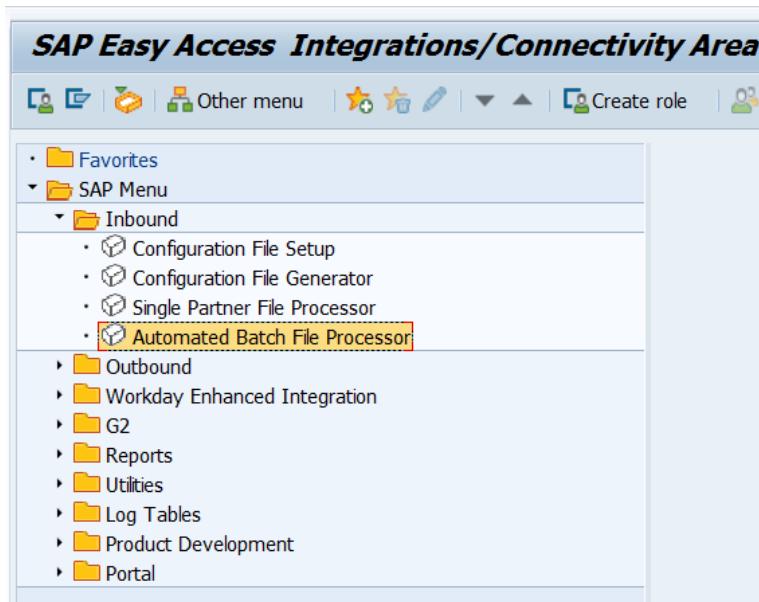
The above output gives the information about the MULE response for the integration file and clicks on the ‘Track the Current status’ icon (highlighted in the above screenshot) to entire processing details further in step by step.

Upon clicking on ‘Track the Current Status’ icon, it will directly navigate to the load summary report with file details

## Automated Batch File Processor:

When we initiate the data load using an automated batch file processor a background job will be created for the G2 data load, hence these loads are treated as background loads and during Early corrections phase data will be loaded into the system as if the payroll were in “exit” status. During the main corrections, all the data will be “LOCKED”.

### ZCON->Automated Batch File Processor



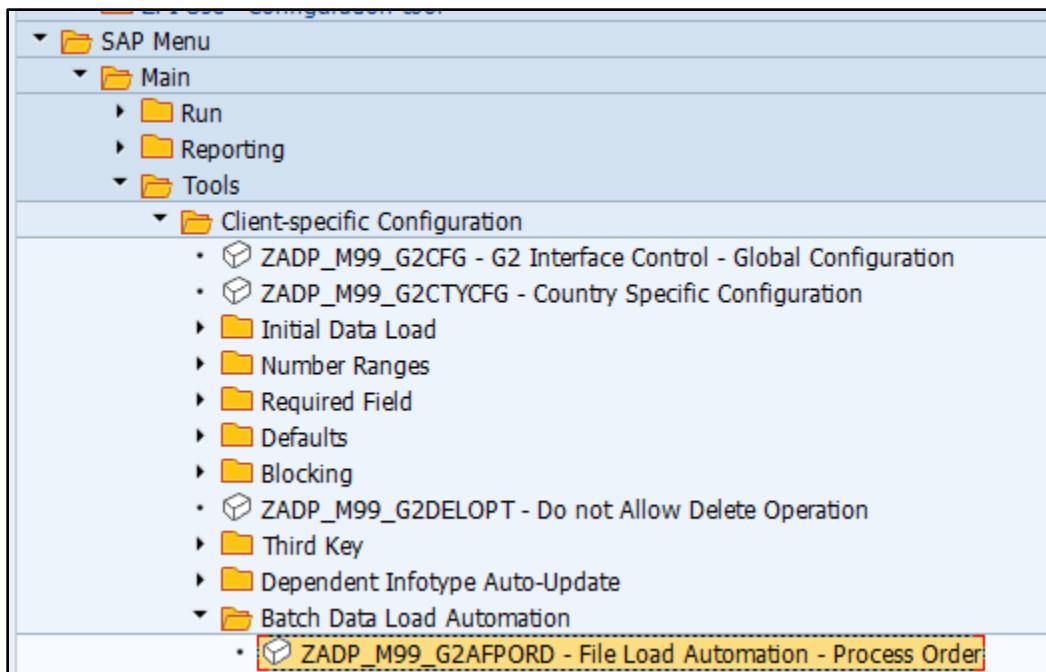
## Batch Job Scheduling for Workday files

### **Batch file processor**

This utility helps to convert the Workday files into the G2 file and then upload G2 files into the GlobalView system in an automated fashion.

**Pre-requisite:** Batch processor relies on G2 batch configuration and works like the G2 batch file processor except Batch Processor converts WDI into the G2 file and loads the date value in GlobalView.

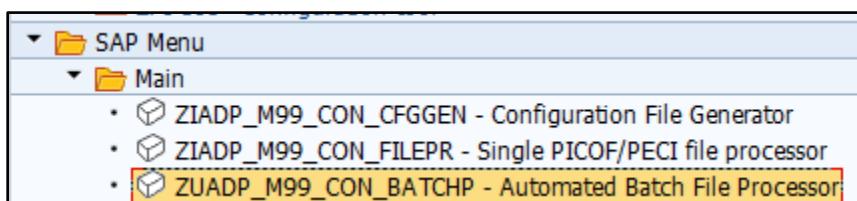
Go to Area Menu ‘ZG2’ → Tools → Client-specific Configuration → Batch Data Load Automation → ZADP\_M99\_G2AFPORD - File Load Automation - Process Order



| Display View "G2 Interface Automated File Process Order & Other Attrib |                               |        |            |                     |           |                   |           |         |        |                          |                                     |                          |           |                       |           |
|------------------------------------------------------------------------|-------------------------------|--------|------------|---------------------|-----------|-------------------|-----------|---------|--------|--------------------------|-------------------------------------|--------------------------|-----------|-----------------------|-----------|
| Run ID                                                                 | Description                   | Cty CD | Cli Spoint | Client Source Point | Data Type | Data Description  | Batch Grp | Ord ... | Seq No | Description Of Data File | File Err Dist                       | Client Recipient Address | Cli RType | ADP Recipient Address | ADP RType |
| D                                                                      | Daily General Data Load (.AU) | WDAY   |            | WorkDay files       | IRMD      | HR PA Master Data | DEMO      | 1       | 1      | Generic Common Group     | <input checked="" type="checkbox"/> | G2TEST                   | Shared .. | G2TEST                | Shared .. |

Upon batch configuration completed,

Go to Area Menu 'ZCON' → Processing → ZUADP\_M99\_CON\_BATCHP - Automated Batch File Processor



**Automated batch files processor**

( )

**Selection Parameters**

|                            |      |  |
|----------------------------|------|--|
| Country Grouping           | SG   |  |
| Client Data Source Point   | PECI |  |
| File Data Description Code | HRMD |  |

Run ID D

Batch Group BTCH

**G2 Process Control (This Block is applicable only to G2 process)**

Use Parallel Processing

Test Run ( No Update )

No Email Notification During Test Run

Allow DL in Correction State

**Event**

Generate Event for File Data

Event Parameter

**Additional Parameters**

Batch Process User Name

Based on the selection screen input, the program picks up relevant files from the application server and process the files sequentially and generate the output

## Foreground Processing Output

| Inbound Integration Batch File Processor                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                     |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|----------------------------------|-----------------------------------------------------|----------------|----------------------|-----------------------------------------------------|----------------------------------|--------------|-----------------------------------------------------|----------------------------------|-----------|------------------|--------------------------------------|---------------------|----------|-------------|-------------------|-------------------|-----------------------------------------------------|----------------|----------------------|--------------|------------|--------------|----------|---------|-----------|------------------|--------------------------------------|---------------------|----------|-------------|-------------------|
| <a href="#">Track File Conversion Process</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                     |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| <pre> Customer name      : ADP TEMPLATE Input DIR name    : /interfaces/TD3/GVE002/put/ Batch Variant     : ID TEST <b>Process ID</b>        : 201709070647274TSa8q Run Date / Time   : 07.09.2017 / 06:47:27 Run Id             : I - Daily General Data Load (All Rec Types) Batch Group        : GENR - Generic Common Group Run Type           : Production Run </pre>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                     |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;">SL No</th> <th style="width: 60%;">Integration File name</th> <th style="width: 30%;">Status</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>WDI_TD3002_20170817021920_IDPECI_HRMD01_DUT8G2I.SAP</td> <td>Submitted to MULE For Processing</td> </tr> <tr> <td style="text-align: center;">2</td> <td>WDI_TD3002_20170927011910_IDPECI_HRMD01_DUT8G2I.SAP</td> <td>Submitted to MULE For Processing</td> </tr> </tbody> </table>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                     | SL No                            | Integration File name                               | Status         | 1                    | WDI_TD3002_20170817021920_IDPECI_HRMD01_DUT8G2I.SAP | Submitted to MULE For Processing | 2            | WDI_TD3002_20170927011910_IDPECI_HRMD01_DUT8G2I.SAP | Submitted to MULE For Processing |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| SL No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Integration File name                               | Status                           |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | WDI_TD3002_20170817021920_IDPECI_HRMD01_DUT8G2I.SAP | Submitted to MULE For Processing |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | WDI_TD3002_20170927011910_IDPECI_HRMD01_DUT8G2I.SAP | Submitted to MULE For Processing |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Integration Files for Transformation - Summary                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                     |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="width: 15%;">Inbound File Name</td> <td>WDI_TD3002_20170817021920_IDPECI_HRMD01_DUT8G2I.SAP</td> </tr> <tr> <td>Process Run ID</td> <td>201709070647274TSa8q</td> </tr> <tr> <td>Process Date</td> <td>07.09.2017</td> </tr> <tr> <td>Process Time</td> <td>06:47:27</td> </tr> <tr> <td>Country</td> <td>Indonesia</td> </tr> <tr> <td>Mule Response Id</td> <td>e6b3b2a3-9f0b-4a13-a192-6eb25bba017f</td> </tr> <tr> <td>Mule Process Status</td> <td>PROGRESS</td> </tr> <tr> <td>Status Text</td> <td>Submitted to MULE</td> </tr> <tr> <td>Inbound File Name</td> <td>WDI_TD3002_20170927011910_IDPECI_HRMD01_DUT8G2I.SAP</td> </tr> <tr> <td>Process Run ID</td> <td>201709070647274TSa8q</td> </tr> <tr> <td>Process Date</td> <td>07.09.2017</td> </tr> <tr> <td>Process Time</td> <td>06:47:27</td> </tr> <tr> <td>Country</td> <td>Indonesia</td> </tr> <tr> <td>Mule Response Id</td> <td>12ee97ea-5e4a-4856-9830-fd551e7d5eb8</td> </tr> <tr> <td>Mule Process Status</td> <td>PROGRESS</td> </tr> <tr> <td>Status Text</td> <td>Submitted to MULE</td> </tr> </tbody> </table> |                                                     | Inbound File Name                | WDI_TD3002_20170817021920_IDPECI_HRMD01_DUT8G2I.SAP | Process Run ID | 201709070647274TSa8q | Process Date                                        | 07.09.2017                       | Process Time | 06:47:27                                            | Country                          | Indonesia | Mule Response Id | e6b3b2a3-9f0b-4a13-a192-6eb25bba017f | Mule Process Status | PROGRESS | Status Text | Submitted to MULE | Inbound File Name | WDI_TD3002_20170927011910_IDPECI_HRMD01_DUT8G2I.SAP | Process Run ID | 201709070647274TSa8q | Process Date | 07.09.2017 | Process Time | 06:47:27 | Country | Indonesia | Mule Response Id | 12ee97ea-5e4a-4856-9830-fd551e7d5eb8 | Mule Process Status | PROGRESS | Status Text | Submitted to MULE |
| Inbound File Name                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | WDI_TD3002_20170817021920_IDPECI_HRMD01_DUT8G2I.SAP |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Process Run ID                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 201709070647274TSa8q                                |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Process Date                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 07.09.2017                                          |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Process Time                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 06:47:27                                            |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Country                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Indonesia                                           |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Mule Response Id                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | e6b3b2a3-9f0b-4a13-a192-6eb25bba017f                |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Mule Process Status                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | PROGRESS                                            |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Status Text                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Submitted to MULE                                   |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Inbound File Name                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | WDI_TD3002_20170927011910_IDPECI_HRMD01_DUT8G2I.SAP |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Process Run ID                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 201709070647274TSa8q                                |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Process Date                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 07.09.2017                                          |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Process Time                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 06:47:27                                            |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Country                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Indonesia                                           |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Mule Response Id                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 12ee97ea-5e4a-4856-9830-fd551e7d5eb8                |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Mule Process Status                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | PROGRESS                                            |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |
| Status Text                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Submitted to MULE                                   |                                  |                                                     |                |                      |                                                     |                                  |              |                                                     |                                  |           |                  |                                      |                     |          |             |                   |                   |                                                     |                |                      |              |            |              |          |         |           |                  |                                      |                     |          |             |                   |

This output gives only MULESOFT response details on the main page. Click on ‘Track File Conversion Process’ to see complete processing details, it navigates to the ‘Load Summary Report’

| MNC Integration - Load Summary Report                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                    |                    |                    |                    |                  |                  |                               |        |                    |                      |            |          |            |          |                |       |                               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------|--------------------|--------------------|------------------|------------------|-------------------------------|--------|--------------------|----------------------|------------|----------|------------|----------|----------------|-------|-------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                    |                    |                    |                    |                  |                  |                               |        |                    |                      |            |          |            |          |                |       |                               |
| <p>Total number of files processed – 2<br/>Number files successful – 2</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                    |                    |                    |                    |                  |                  |                               |        |                    |                      |            |          |            |          |                |       |                               |
| <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;">Run Id</th> <th style="width: 10%;">Process Start Date</th> <th style="width: 10%;">Process Start Time</th> <th style="width: 10%;">Process End Date</th> <th style="width: 10%;">Process End Time</th> <th style="width: 10%;">Job Name</th> <th style="width: 10%;">Status</th> <th style="width: 20%;">Status Description</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">201709070647274TSa8q</td> <td style="text-align: center;">07.09.2017</td> <td style="text-align: center;">06:47:27</td> <td style="text-align: center;">07.09.2017</td> <td style="text-align: center;">06:47:29</td> <td style="text-align: center;">Manual Process</td> <td style="text-align: center;">COMPL</td> <td>File transformed successfully</td> </tr> </tbody> </table> |                    | Run Id             | Process Start Date | Process Start Time | Process End Date | Process End Time | Job Name                      | Status | Status Description | 201709070647274TSa8q | 07.09.2017 | 06:47:27 | 07.09.2017 | 06:47:29 | Manual Process | COMPL | File transformed successfully |
| Run Id                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Process Start Date | Process Start Time | Process End Date   | Process End Time   | Job Name         | Status           | Status Description            |        |                    |                      |            |          |            |          |                |       |                               |
| 201709070647274TSa8q                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 07.09.2017         | 06:47:27           | 07.09.2017         | 06:47:29           | Manual Process   | COMPL            | File transformed successfully |        |                    |                      |            |          |            |          |                |       |                               |

## Background Processing Output

**Job Overview**

Job overview from: 07.09.2017 at: 06:12:00  
to: 07.09.2017 at: 06:15:50  
Selected job names: \*  
Selected user names: GVNA0720

Scheduled  Released  Ready  Active  Finished  Canceled  
 Event controlled Event ID:  
 ABAP program Program name :

| JobName        | Spool | Job doc | Job CreatedB | Status   | Start date | Start Time | Duration(sec.) | Delay (sec.) |
|----------------|-------|---------|--------------|----------|------------|------------|----------------|--------------|
| INDONESIA_LOAD |       |         | GVNA0720     | Finished | 07.09.2017 | 06:12:50   | 1              | 6            |
| *Summary       |       |         |              |          |            |            | 1              | 6            |

The successful process generates 2 spools as follows

- i. File transformation log
- ii. G2 processing details

**Step List Overview**

Refresh Spool All Spool Lists

| No. | Program name/command      | Prog. type | Spool list | Parameters      | User     | Lang. |
|-----|---------------------------|------------|------------|-----------------|----------|-------|
| 1   | ZI_XADP_M99_CON_PRBATCH00 | ABAP       | 29511      | ID TEST         | GVNA0720 | EN    |
| 2   | ZU_XADP_M99_G2IFPRO00     | ABAP       | 29513      | 600000000000177 | XSSADMIN | EN    |

**NOTE:** G2 file processing (Step 2 in the above example) will be triggered only when all partner files transformed successfully. No spool for 2<sup>nd</sup> step means errors occurred during transformation. Use the “Load summary report” to triage the issues.

## File transformation log

**Graphical display of spool request 29511 in system TD3**

The screenshot shows a graphical interface for viewing spool requests. At the top, there's a toolbar with icons for print, copy, delete, etc., followed by buttons for 'Settings...', 'Graphical' (selected), 'Graphic Without Structure Information', 'Raw', and 'Hex'. Below the toolbar is a table of process parameters:

|                 |   |                                             |
|-----------------|---|---------------------------------------------|
| Customer name   | : | ADP TEMPLATE                                |
| Input DIR name  | : | /interfaces/TD3/GVE002/put/                 |
| Batch Variant   | : | ID TEST                                     |
| Process ID      | : | 20170907061250sM2448                        |
| Run Date / Time | : | 07.09.2017 / 06:12:50                       |
| Run Id          | : | D - Daily General Data Load (All Rec Types) |
| Batch Group     | : | GENR - Generic Common Group                 |
| Run Type        | : | Production Run                              |

Below this is a table of integration files:

| SL No | Integration File name                               | Status                           |
|-------|-----------------------------------------------------|----------------------------------|
| 1     | WDI_TD3002_20170817021920_IDPECI_HRMD01_DUT8G2I.SAP | Submitted to MULE For Processing |
| 2     | WDI_TD3002_20170927011910_IDPECI_HRMD01_DUT8G2I.SAP | Submitted to MULE For Processing |

At the bottom, there's a summary table for transformation files:

| Inbound File Name   | WDI_TD3002_20170817021920_IDPECI_HRMD01_DUT8G2I.SAP |
|---------------------|-----------------------------------------------------|
| Process Run ID      | 20170907061250sM2448                                |
| Process Date        | 07.09.2017                                          |
| Process Time        | 06:12:50                                            |
| Country             | Indonesia                                           |
| Mule Response Id    | 9460f9fa-3648-487b-b773-e95ad79360ba                |
| Mule Process Status | PROGRESS                                            |
| Status Text         | Submitted to MULE                                   |

| Inbound File Name   | WDI_TD3002_20170927011910_IDPECI_HRMD01_DUT8G2I.SAP |
|---------------------|-----------------------------------------------------|
| Process Run ID      | 20170907061250sM2448                                |
| Process Date        | 07.09.2017                                          |
| Process Time        | 06:12:51                                            |
| Country             | Indonesia                                           |
| Mule Response Id    | b57f96f2-0fc1-4bed-8dd2-d47d76b98ebe                |
| Mule Process Status | PROGRESS                                            |
| Status Text         | Submitted to MULE                                   |

This output gives only MULE response details. Use 'Load Summary Report' using the Process ID( highlighted in the above screenshot)

Transaction Code - 'ZTADP\_M99\_CON\_LOADRC'

Provide the Background job Process ID on the selection screen

**MNC Integration - Load Summary Report**

**Period Selection**

|                 |                                       |    |                                       |  |
|-----------------|---------------------------------------|----|---------------------------------------|--|
| Processing Date | <input type="text" value="00:00:00"/> | to | <input type="text"/>                  |  |
| Processing Time | <input type="text" value="00:00:00"/> | to | <input type="text" value="00:00:00"/> |  |

**Data Selection**

|                         |                                                   |  |
|-------------------------|---------------------------------------------------|--|
| Country                 | <input type="text"/>                              |  |
| Process ID              | <input type="text" value="20170907061250sM2..."/> |  |
| Mulesoft Transaction ID | <input type="text"/>                              |  |
| Solution                | <input type="text"/>                              |  |
| Source File Name        | <input type="text"/>                              |  |
| User Name               | <input type="text"/>                              |  |
| G2 Load ID              | <input type="text"/>                              |  |
| File Process Status     | <input type="text"/>                              |  |
| Initiation Trigger      | <input type="text"/>                              |  |

**MNC Integration - Load Summary Report**

Total number of files processed – 2  
Number files successful – 2

| Run Id               | Process Start Date | Process Start Time | Process End Date | Process End Time | Job Name       | Status | Status Description            |
|----------------------|--------------------|--------------------|------------------|------------------|----------------|--------|-------------------------------|
| 20170907061250sM2448 | 07.09.2017         | 06:12:50           | 07.09.2017       | 06:12:54         | INDONESIA_LOAD | COMPL  | File transformed successfully |

The load summary report illustrates the entire processing details including Talend job transformation and G2 load.

## Email Notification

Upon completion of file processing, a notification log will be sent to the recipients who configured in G2 batch configuration under ‘Client Recipient Address’ & ‘ADP Recipient Address’

**G2 Interface Automated File Process Order & Other Attributes**

|                                                        |                                 |
|--------------------------------------------------------|---------------------------------|
| Description of the File                                | DE - Workday batch file process |
| <input type="checkbox"/> File Level Error Distribution |                                 |
| Client Recipient Address                               | Client_Team                     |
| Client Recipient Type                                  |                                 |
| ADP Recipient Address                                  | ADP_Team                        |

### Scheduling background jobs

To schedule a background Job in the ‘Batch File Processor’ program

**Step 1:** Perform G2 batch configuration

**Step 2:** Create a Variant

**Step 3:** Fill the ‘Batch Request Form’ (which available in CRM under ‘Forms’) with program, variant, timings, frequency, etc., and assign it to ITS team #9

**Request Information**

| Job Requestor Name:       | Saideshwar                                                                                                                                                                                                           | Requestor GVID                                       | GVEA0477                              | Date:             |                |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|---------------------------------------|-------------------|----------------|
| Requestor's Email:        | saideshwar.palvai@adp.com                                                                                                                                                                                            |                                                      |                                       | Phone:            |                |
| CRM Team #:               | 2015636634                                                                                                                                                                                                           |                                                      |                                       |                   |                |
| CRM Ticket #:             |                                                                                                                                                                                                                      |                                                      |                                       |                   |                |
| System ID:                |                                                                                                                                                                                                                      |                                                      |                                       |                   |                |
| Action:                   |                                                                                                                                                                                                                      |                                                      |                                       |                   |                |
| <b>Job Information</b>    |                                                                                                                                                                                                                      |                                                      |                                       |                   |                |
| Job Name:                 | ZN700_SG_01_XADP_M99_GGREPRO00                                                                                                                                                                                       | Old:                                                 | Insert existing job name for renaming |                   |                |
| Country Code:             | SG - Singapore                                                                                                                                                                                                       |                                                      |                                       |                   |                |
| Customer Client:          | UTC                                                                                                                                                                                                                  |                                                      |                                       |                   |                |
| Job Type:                 | G2-G.Square.Interface                                                                                                                                                                                                |                                                      |                                       |                   |                |
| Periodicity:              | D-Daily                                                                                                                                                                                                              |                                                      |                                       |                   |                |
| Sequence Number:          |                                                                                                                                                                                                                      |                                                      |                                       |                   | Create Jobname |
| Additional Description:   |                                                                                                                                                                                                                      | 14 chars max. for Description ( part of job name ) . |                                       |                   |                |
| <b>Job Class:</b>         | C                                                                                                                                                                                                                    |                                                      |                                       |                   |                |
| Client type               | MS                                                                                                                                                                                                                   |                                                      |                                       |                   |                |
| Job User                  | <b>Note</b> If client is MS or COS and the report is either one of those (RPTARQPOST,RCATSTAL,RPTTEXTPT,RPTCORPOST) the Job should run under user <b>GVES0050</b> otherwise it should run under user <b>GVES0001</b> |                                                      |                                       |                   |                |
| <b>Job creator (GVID)</b> | GVEA0477                                                                                                                                                                                                             |                                                      |                                       |                   |                |
| Long Description:         |                                                                                                                                                                                                                      |                                                      |                                       |                   |                |
| <b>Step Definition</b>    |                                                                                                                                                                                                                      |                                                      |                                       |                   |                |
|                           | Report                                                                                                                                                                                                               | Variant                                              | Printer                               | Print immediately | Pages quantity |
| Step1                     | ZU_XADP_M99_GGREPRO00                                                                                                                                                                                                | UTCSG-LOCKED                                         |                                       |                   |                |
| Step2                     | ZU_XADP_M99_CON_BATCHPR00                                                                                                                                                                                            | UTCSG-WDAUTO                                         |                                       |                   |                |

---

**Note:** It is advised to reprocess Locked records using program ZU\_XADP\_M99\_GGREPRO00 before processing new files and hence above example form consists of 2 steps

Step1 - ZU\_XADP\_M99\_GGREPRO00

Step2 - ZU\_XADP\_M99\_CON\_BATCHPR00

*Also, it is advised to create a single batch job to process both Workday files and Supplemental files by creating a variant for program ZU\_XADP\_M99\_CON\_BATCHPR00 with all respective source points.*

## **Data Field Listing Tool (DFL)**

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### **Overview**

#### ***What is Data Field Listing Tool?***

Data Field Listing Tool is a report (available only in English and from SAP GUI) retrieving, directly from the product configuration, the most updated scope of the integration for a country and including the possibility of comparison with the scope of another integration.

- This tool could be utilised by Business consultants in sales when having an RFP to answer or when having to provide the product integration scope to a specific prospect.
- Implementation and Project Service Lead Consultants could utilise this tool when having a BBP workshop.
- Information on integration will always be available in real-time to be downloaded in excel.

**Transaction Code - ZTADP\_M99\_CON\_DSCOPE**

#### ***How does the Data Field Listing Tool Work?***

This tool will provide the ability to produce **WD integration data dictionary** in excel including these features:

For PECI or WDEI or PECI+WDEI at the country level for the current PECI solution id.

- Detail at field level for PECI connector.
- Detail at the infotype level for WDEI.

Including:

1. Information if the field is mandatory or optional
  2. Mapping details (From WD to GPY or from GPY to WD)
  3. Information whether the field in WD is standard or custom
  4. Information on mapping possibilities:
  5. Value Mapping: Mandatory, Optional, or NA
  6. Available CONTROLS, CONSTANTS, and SWITCHES'
  7. Infotype level comparisons of the country **WD integration data dictionary** with
    - a. either the GDMS partner data dictionary
    - b. or the GV Data Scope
- A Global Payroll Reconciliation Infotype and field level scope.

## DFL Selection Parameters

- Select country and solution
- Select the option ‘Generate’ – Used to generate a data dictionary for the selected country and solution combination.

Other useful options include:

- Generate Data Dictionary – This is a data scope for the selected country or countries for a particular solution combination. The data dictionary shows the mapping between the inbound file and GlobalView data structures, identifying mandatory fields and related constants, switches, controls, and value mapping.
- Generate Data Dictionary (reverse) – This is the data dictionary detail but with showing the mapping between the SAP fields and the respective source fields.
- Compare – This option is a data dictionary comparison of the selected countries and the respective solution combination. Comparisons are limited to infotype / field in scope for a solution/country when the source mapping is not provided. Permitted combinations are:
  - WDI – Workday Integration (WD PECI + WD EI)
  - ORACLE – Oracle Integration (ORACLE\_GPI + ORACLE\_EI)
  - GDMS – Global Data Management System
  - GV - GlobalView

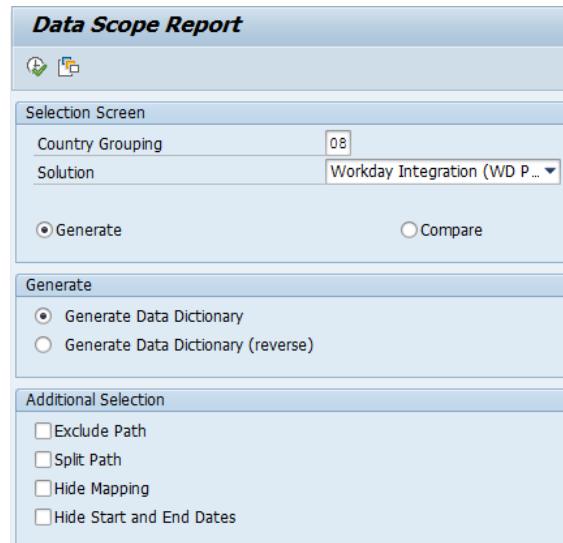
## Additional Selection

- Split Path – When selected, the ‘Path’ field is reported in individual fields, rather than being concatenated into a single field.
- Hide Mapping – Reports data scope without mapping – a single line for each field.
- Hide Start- and End Dates – When selected, all BEGDA and ENDDA rows are removed from the Field Matrix output.

## DFL Data Dictionary

- 1) Select country and solution (WD PECI + WD EI)
- 2) Select option ‘Generate’ then one of these:
  - Generate Data Dictionary (if you want first WD and then GV fields)
  - Generate Data Dictionary reverse (if you want first GV and then WD fields)
- 3) By default, WD path is provided concatenating all 6 sections in the path
  - Select ‘Split path’ if you want the old approach having the split by sections
  - Select ‘exclude path’ you are not interested in the detail of the section
- 4) By default, mapping is provided
  - Select ‘Hide mapping’ if you are not interested in the detail of the mapping
  - Select ‘Hide start and end dates’ if you are not interested in the detail of the logic to calculate the start and end date in GV (BEGDA & ENDDA)

Sample selection screen from GlobalView and generated report for reference,



## Sample Report

| A           | B       | C     | D                   | E                     | F                          | G                | H        | I             | J          | K           | L           | Comments                                                                     |
|-------------|---------|-------|---------------------|-----------------------|----------------------------|------------------|----------|---------------|------------|-------------|-------------|------------------------------------------------------------------------------|
| Record Type | Subtype | Field | Description         | Path                  | Source Element Name        | Standard or Cust | Map Ty   | Constant Name | Switch Nat | Control Nat | Value Mappi |                                                                              |
| 1           | 0000    | MASSG | Reason for Action   | Worker_Status         | Hire_Reason                | Standard         | Variable |               |            |             | Y           | Used during the Hire- and Rehire events.                                     |
| 2           | 0000    | MASSG | Reason for Action   | Worker_Status         | Primary_Termination_Reason | Standard         | Variable |               |            |             | Y           | Used during the Termination event.                                           |
| 3           | 0000    | MASSG | Reason for Action   | Worker_Status         | Local_Termination_Reason   | Standard         | Variable |               |            |             | Y           | Used during the Termination event. Overrides the Primary_Termination_Reason. |
| 4           | 0000    | MASSG | Reason for Action   | Leave_Of_Absence      | Leave_Reason               | Standard         | Variable |               |            |             | Y           | Used where a Leave of Absence leads to termination.                          |
| 5           | 0000    | MASSG | Action Type         |                       | Derived_Event_Code         | Standard         | Variable |               |            |             | Y           | Used for all staffing events.                                                |
| 6           | 0000    | MASNN | Action Type         | Leave_Of_Absence      | Leave_of_Absence_Type      | Standard         | Variable |               |            |             | As-is       | Used to refine the mapping for some Leave of Absence types.                  |
| 7           | 0000    | STATZ | Employment Status   |                       |                            | Standard         | Default  |               |            |             |             | Defaulted by SAP based on action type code.                                  |
| 8           | 0001    | ABKRS | Payroll Area        |                       | Pay_Group_Code             | Standard         | Direct   |               |            |             | As-is       |                                                                              |
| 9           | 0001    | BTRTL | Personnel Subarea   | Position              | Personnel_SubArea          | Custom           | Direct   |               |            |             | As-is       |                                                                              |
| 10          | 0001    | BURKS | Company Code        |                       | Payroll_Company_Code       | Standard         | Direct   |               |            |             | As-is       |                                                                              |
| 11          | 0001    | GSBER | Business Area       | Position              | Business_Area              | Custom           | Direct   |               |            |             | As-is       |                                                                              |
| 12          | 0001    | KOSTL | Cost Center         | Position~Organization | Organization_Code          | Standard         | Direct   |               |            |             |             | If Organization_type = the value stored in Position~Organization             |
| 13          | 0001    | ORGEN | Organizational Unit | Position~Organization | Organization_Code          | Standard         | Direct   |               |            |             |             | If Organization_type = the value stored in Position~Organization             |
| 14          | 0001    | PERSG | Employee Group      | Position              | Employee_Group             | Custom           | Direct   |               |            |             | As-is       |                                                                              |
| 15          | 0001    | PERSK | Employee Subgroup   | Position              | Employee_Subgroup          | Custom           | Direct   |               |            |             | As-is       |                                                                              |
| 16          | 0001    | PLANS | Position            | Position              | Position_ID                | Standard         | Multiple |               |            |             |             | Determined by the POSITION switch.                                           |
| 17          | 0001    | PLANS | Position            | Position              | Job_Profile                | Standard         | Multiple |               |            |             | Y           | Determined by the POSITION switch.                                           |
| 18          | 0001    |       |                     |                       |                            |                  |          |               |            |             |             |                                                                              |

## DFL Data Comparison for GDMS

Transaction ZTADP\_M99\_CON\_DSCOPE:

- 1) Select country and solution (WD PECI + WD EI)
- 2) Select option ‘Compare’
- 3) Select country, solution GDMS and partner id

• If you do not select any partner id it will provide details for all the partners  
 Sample selection screen from GlobalView and generated comparison report for reference,

Sample Report screenshot

| A  | B         | C        | D     | E                                | F                  |                        |
|----|-----------|----------|-------|----------------------------------|--------------------|------------------------|
| 1  | Record Ty | Subtype( | Field | Description                      | Great Britain-WD P | Great Britain-GDMS9980 |
| 2  | 0000      |          | BEGDA | Start Date                       | O                  | R                      |
| 3  | 0000      |          | MASSG | Reason for Action                | R                  | O                      |
| 4  | 0000      |          | MASSN | Action Type                      | R                  | R                      |
| 5  | 0000      |          | STAT2 | Employment Status                | R                  | R                      |
| 6  | 0001      |          | ABKRS | Payroll Area                     | R                  | R                      |
| 7  | 0001      |          | BEGDA | Start Date                       |                    | R                      |
| 8  | 0001      |          | BTRTL | Personnel Subarea                | R                  | R                      |
| 9  | 0001      |          | BUKRS | Company Code                     | R                  | R                      |
| 10 | 0001      |          | GSBER | Business Area                    | O                  |                        |
| 11 | 0001      |          | KOSTL | Cost Center                      | O                  |                        |
| 12 | 0001      |          | ORGEH | Organizational Unit              | O                  |                        |
| 13 | 0001      |          | PERSG | Employee Group                   | R                  | R                      |
| 14 | 0001      |          | PERSK | Employee Subgroup                | R                  | R                      |
| 15 | 0001      |          | PLANS | Position                         | O                  |                        |
| 16 | 0001      |          | SACHA | Payroll Administrator            | O                  |                        |
| 17 | 0001      |          | SACHP | Administrator for HR Master Data | O                  |                        |
| 18 | 0001      |          | SACHZ | Administrator for Time Recording | O                  |                        |
| 19 | 0001      |          | SBMOD | Administrator Group              | O                  |                        |
| 20 | 0001      |          | VDSK1 | Organizational Key               | O                  |                        |
| 21 | 0001      |          | WERKS | Personnel Area                   | R                  | R                      |
| 22 | 0001      |          | ZZABK | GVS Payroll Area                 | O                  | R                      |
| 23 | 0002      |          | ANRED | Form-of-Address Key              | O                  | R                      |
| 24 | 0002      |          | BEGDA | Start Date                       |                    | R                      |
| 25 | 0002      |          | FAMST | Marital Status Key               |                    | O                      |

---

## **EDI Clean-up utility**

---

**NOTE:** This utility has been replaced by the [Integration – Data and Log Cleanup Utility](#). Use the new utility as the EDI Cleanup will be sunset in the near future.

## Foundation Objects Mapping Utility

The utility updates foundation object mapping tables ZXADP\_M99\_WDFOBJ & ZXADP\_M99\_WDFOBT with existing Positions, Jobs and Organization Units with as-is values to avoid transformation in G2. This utility is primarily for clients already live with GlobalView Payroll who don't want re-numbering(transformation) for foundation objects due to dependent tables, reports, and interfaces which might reference existing foundation objects.

**Program Name** - ZI\_XADP\_M99\_CON\_FOBJPR00

**Transaction Code** - ZIADP\_M99\_CON\_FOBJPR

### Selection

Object Type - O (Organization Unit), S (Position) or C (Job)

Language key – Language

Workday Object Code – Provide the Objects for Input

**Update Foundation Objects Mapping table**

 Foundation Objects Mapping

**Selection Criteria**

|                     |                                                                                                          |
|---------------------|----------------------------------------------------------------------------------------------------------|
| Object Type         | <input type="text"/>                                                                                     |
| Language key        | EN                                                                                                       |
| Workday Object Code | <input type="text"/>  |

INSERT       DELETE

Live Run

## Authorization

INSERT role - ZGVE\_HR\_9\_99\_1\_WD\_FOBJ\_INSERT

This role can be granted via CRM>IaAm (Self Service) with Line Manager Approval

DELETE role – ZGLOBALVIEWE\_HR\_9\_99\_1\_WD\_FOBJ\_DELETE

This role can be granted by the ITS team with SuperUser (group head) approval

**Note** – Above roles are available for only ADPIMPL (Implementation & Project Services teams) user groups

## Radio Button - INSERT

The values inputted in field 'Workday Object Code' at Selection Screen will be inserted into table ZXADP\_M99\_WDFOBJ

Based on 'Language Key' selected at the selection screen, the program will read the table T528T and get description/s for the Object Id's and then INSERT them into table ZXADP\_M99\_WDFOBT

Trying to INSERT an existing ZXADP\_M99\_WDFOBJ table value triggers an error stating the Input value '&Value' already exists in the table

## Radio Button - DELETE

If 'Live run' radio button is selected, then the program asks for confirmation with message 'Are you sure to delete the following entries from table 'ZXADP\_M99\_WDFOBJ' by displaying the list of entries in ALV and then the user selects OK then program will Delete the respective entries from tables ZXADP\_M99\_WDFOBJ & ZXADP\_M99\_WDFOBT

## Output Options

**Test Run** – The data will not be committed to database tables

**Live Run** - The data will be committed into database tables

## Notes –

- Should the existing entry need to be updated then delete the entry and insert again with updated information. This precaution is to avoid human errors.
- The foundation objects should already exist in tables T528B & T528T in the GlobalView system.
- The utility is recommended only during the client's Go-live phase. Post-Go-live, foundation objects transformation should occur as usual therefore should not be an issue.

## Load Summary Report Troubleshooting utility

This utility can be used to see the detailed log in step by step. This utility also helps to troubleshoot the issues.

Go to Area Menu ‘ZCON’ → Utilities → ZTADP\_M99\_CON\_LOADRC - Load Summary Report

| Period Selection |            |
|------------------|------------|
| Processing Date  | 13.09.2017 |
| Processing Time  | 00:00:00   |
|                  | to         |
|                  | to         |
|                  |            |
|                  |            |

| Data Selection          |                               |
|-------------------------|-------------------------------|
| Country                 | ID                            |
| Process ID              | <input type="text" value=""/> |
| Mulesoft Transaction ID | <input type="text" value=""/> |
| Solution                | <input type="text" value=""/> |
| Source File Name        | <input type="text" value=""/> |
| User Name               | <input type="text" value=""/> |
| G2 Load ID              | <input type="text" value=""/> |
| File Process Status     | <input type="text" value=""/> |
| Initiation Trigger      | <input type="text" value=""/> |
|                         |                               |
|                         |                               |
|                         |                               |
|                         |                               |
|                         |                               |
|                         |                               |
|                         |                               |

| MNC Integration - Load Summary Report |                    |                    |                  |                  |                |        |                               |
|---------------------------------------|--------------------|--------------------|------------------|------------------|----------------|--------|-------------------------------|
|                                       |                    |                    |                  |                  |                |        |                               |
| Total number of files processed – 1   |                    |                    |                  |                  |                |        |                               |
| Number files successful – 1           |                    |                    |                  |                  |                |        |                               |
| Run Id                                | Process Start Date | Process Start Time | Process End Date | Process End Time | Job Name       | Status | Status Description            |
| 201709061453096XukK3                  | 06.09.2017         | 14:53:09           | 06.09.2017       | 14:53:11         | Manual Process | COMPL  | File transformed successfully |

Double click on the Run ID to see more details about the file processing.

**Workday Integration File Load Summary Report**

[Refresh](#)

| Run Id               | Integration File Name                               | G2 File Name                                    | Status | Status Description            |
|----------------------|-----------------------------------------------------|-------------------------------------------------|--------|-------------------------------|
| 201709061453096XukK3 | WDI_TD3002_20170927011910_IDPECL_HRMD01_DUT8G21.SAP | TD3002_20170927011910_IDPECL_HRMD01_DUT8G21.SAP | COMPL  | File transformed successfully |

Mule Request & Response    File Conversion Log    G2 Log

|                                                         |                                                                       |
|---------------------------------------------------------|-----------------------------------------------------------------------|
| Integration Solution : WD PECL                          | <input style="width: 20px; height: 20px;" type="button" value="..."/> |
| Country : Indonesia                                     |                                                                       |
| Sender System : globalview-rddev                        |                                                                       |
| MULE Response ID : 104b9112-1f49-462b-b2c0-dffa238443bd |                                                                       |
| Status : COMPL                                          |                                                                       |
| Status Description : File Transformed Successfully      |                                                                       |

There are 3 phases in the file processing life cycle:

- i) Submitting the integration(partner) file to Mulesoft
- ii) Talend job execution and G2 file generation
- iii) G2 file processing (loading the G2 file into GlobalView system)

These 3 phases information being shown in three separate tabs as follows:

## i. Mule Request & Response

**Workday Integration File Load Summary Report**

Refresh

| Run Id               | Integration File Name                               | G2 File Name                                    | Status | Status Description            |
|----------------------|-----------------------------------------------------|-------------------------------------------------|--------|-------------------------------|
| 201709061453096XukK3 | WDI_TD3002_20170927011910_IDPECI_HRMD01_DUT8G2I.SAP | TD3002_20170927011910_IDPECI_HRMD01_DUT8G2I.SAP | COMPL  | File transformed successfully |

Mule Request & Response    File Conversion Log    G2 Log

|                                                         |
|---------------------------------------------------------|
| Integration Solution : WDI PECI                         |
| Country : Indonesia                                     |
| Sender System : globalview-rddev                        |
| MULE Response ID : 104b9112-1f49-462b-b2c0-dffa238443bd |
| Status : COMPL                                          |
| Status Description : File Transformed Successfully      |

This tab gives the information about MULESOFT request and response, If something goes wrong in this phase the error details can be seen in fields ‘Status’ and ‘Status Description’

## ii. File Conversion Log (Talend Job execution)

This screenshot shows the 'File Conversion Log' tab of the Workday Integration File Load Summary Report. The log table displays the following data:

| Run Id               | Integration File Name                               | G2 File Name                                    | Status | Status Description            |
|----------------------|-----------------------------------------------------|-------------------------------------------------|--------|-------------------------------|
| 201709061453096Xukk3 | WDL_TD3002_20170927011910_IDPECL_HRMD01_DUT8G2I.SAP | TD3002_20170927011910_IDPECL_HRMD01_DUT8G2I.SAP | COMPL  | File transformed successfully |

The main content area shows a detailed log of processed items:

- Header Processed
- IT0000 Processed
- IT0041 Processed
- IT0000 LOARFL\_Processed
- IT2001 LOARFL\_Processed
- IT0105(ESSU)\_Processed
- IT0001 Processed
- IT0007 Processed
- IT0002 Processed
- IT0077 Processed
- IT0006 Processed
- IT0008 Processed
- IT0009 Processed
- IT0014\_BEN Processed
- IT0014\_COMP Processed
- IT0014\_PAY\_IN Processed
- IT0015\_COMP OTP Processed
- IT0015\_PAYROLL OTP Processed
- IT0016 Processed
- IT0021 Processed
- IT0027\_Part1 Processed

This tab gives the information about file transformation at TALEND, if something goes wrong in Talend level then the error details can be found here

## iii. G2 Log Summary

This screenshot shows the 'G2 Log' tab of the Workday Integration File Load Summary Report. The log table displays the following data:

| Rec t_ | I_ | C_ | Total Read | Tot Int Ge | Tot Compl | Total Errored | Total Create | Tot Update | Tot Delete | Total Locked | Total Ignr | Total Read | Total | Hash Total | GG Record type      | text |
|--------|----|----|------------|------------|-----------|---------------|--------------|------------|------------|--------------|------------|------------|-------|------------|---------------------|------|
| P0041  | ID | 34 | 2          | 0          | 0         | 0             | 0            | 0          | 0          | 2            | 0          | 0          | 2     | 0,0000     | Date Specifications |      |
| P0105  | ID | 34 | 2          | 0          | 0         | 0             | 0            | 0          | 0          | 2            | 0          | 0          | 2     | 0,0000     | Communication       |      |
| HROBJ  |    | 3  | 0          | 0          | 3         | 0             | 0            | 3          | 0          | 0            | 0          | 0          | 3     | 0,0000     |                     |      |
| MGRLK  |    | 4  | 0          | 0          | 4         | 0             | 0            | 4          | 0          | 0            | 0          | 0          | 4     | 0,0000     |                     |      |

At the top right of the log table, there are two buttons: 'MASTER DATA LOG' and 'OTHER MASTER DATA L...'. A blue callout box points to the bottom of the log table with the text: "This tab gives the information about G2 file processing (Standard G2 output)."

#### iv. Event-Driven Integration

This EDI File Content tab only displays when EDI files are selected. Use the Data Selection trigger of “E” (Triggered by Event-Driven Integration) to find EDI files. The EDI Content File contains the PECL data sent in the EDI transaction.

The screenshot shows the 'Integration File Load Summary Report' window. At the top, there are tabs for 'Mule Request & Response', 'File Conversion Log', 'G2 Log', and 'EDI File Content'. The 'EDI File Content' tab is highlighted with a red box and a red arrow pointing down to its content area. The content area displays an XML document representing the EDI file. A blue callout box with white text at the bottom right of the content area states: 'Clicking on "EDI FILE CONTENT" will display the EDI JSON content'.

| Run Id               | Integration File Name                               | G2 File Name                                    | Status | Status Description            |
|----------------------|-----------------------------------------------------|-------------------------------------------------|--------|-------------------------------|
| 20180424113419>NEYks | WDL_TQ3002_20180424043404_5GPECL_HRMD01_DUTB6Z1.SAP | TQ3002_20180424043404_5GPECL_HRMD01_DUTB6Z1.SAP | COMPL  | File transformed successfully |

```

<peciWorker_Effective_Setack xmlns:peci="urn:com:workday/payroll"><peciWorkers_Effective_Setack xmlns:peci="urn:com:workday/payroll">
<peci:Summary>
<peci:Integration_Event>t0eda28fd29b012c4064b76ba754901</peci:Integration_Event>
<peci:Integration_Sent_On>20180424T04:34:04</peci:Integration_Sent_On>
<peci:Payroll_Company_ID>CUSTOM_ORGANIZATION-6-687</peci:Payroll_Company_ID>
<peci:Payroll_Company_Name>ED1 Singapore Pay Company</peci:Payroll_Company_Name>
<peci:Payroll_Company_Code>GPC-SG</peci:Payroll_Company_Code>
<peci:Pay_Group_ID>PAY_GROUP-6-508</peci:Pay_Group_ID>
<peci:Pay_Group_Name>ED1 Singapore Pay Group GV Monthly</peci:Pay_Group_Name>
<peci:Pay_Group_Country>SG</peci:Pay_Group_Country>
<peci:Pay_Group_Code>GPC-SG-MO</peci:Pay_Group_Code>
<peci:Pay_Period_Start>20180401</peci:Pay_Period_Start>
<peci:Pay_Period_End>20180430</peci:Pay_Period_End>
<peci:Updated_From>20180101T22:59:44</peci:Updated_From>
<peci:Updated_To>20180424T04:34:04</peci:Updated_To>
<peci:Effective_From>20180401</peci:Effective_From>
<peci:Effective_To>20180430</peci:Effective_To>
<peci:Change_Detection>Include only changes entered since the last successful run.</peci:Change_Detection>
<peci:First_Primary_Run_of_Pay_Period>0</peci:First_Primary_Run_of_Pay_Period>
<peci:Ad_Hoc_Run>1</peci:Ad_Hoc_Run>
<peci:Full_Snapshot>0</peci:Full_Snapshot>
<peci:Worker_Count>1</peci:Worker_Count>
<peci:Version>1</peci:Version>
<peci:Worker>
<peci:Worker_Summary>
<nameWith>102-38A3-5110-0750-00000000000000000000000000000000</nameWith>

```

The standard G2 log report can Also, be accessed from here.

There are two push buttons at the top right corner of the G2 log window highlighted in red in the above screenshot

### a. Master data log

Workday Integration File Load Summary Report

Run Id: 201709061453096Xukk3 | Integration File Name: WDI\_TD3002\_20170927011910\_IDPECL\_HRMD01\_DUT8G2I.SAP | G2 File Name: TD3002\_20170927011910\_IDPECL\_HRMD01\_DUT8G2I.SAP | Status: COMPL | Status Description: File transformed successfully

Mule Request & Response | File Conversion Log | G2 Log

GG Load ID : 20170906112237

| Rec type | ISO code | CGrpg | Total Read | Tot Int Ge | Tot Compl | Tot Error | Total Cre | Tot Update | Tot Delete | Tot Locked | Total Ignr | Total Read | Total Hash Total | Rec Text             |
|----------|----------|-------|------------|------------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------------|----------------------|
| P0041    | ID       | 34    | 2          | 0          | 0         | 0         | 0         | 0          | 0          | 2          | 0          | 0          | 2                | Date Specifications  |
| P0105    | ID       | 34    | 2          | 0          | 0         | 0         | 0         | 0          | 0          | 2          | 0          | 0          | 2                | 0,0000 Communication |
| HROBJ    |          | 3     | 0          | 3          | 0         | 0         | 3         | 0          | 0          | 0          | 0          | 0          | 3                | 0,0000               |
| MGRLK    |          | 4     | 0          | 4          | 0         | 0         | 4         | 0          | 0          | 0          | 0          | 0          | 4                | 0,0000               |
| WDTJL    |          |       | 70         | 0          | 1         | 69        | 1         | 0          | 0          | 0          | 0          | 0          | 70               | 0,0000               |

MASTER DATA LOG OTHER MASTER DATA L...

Clicking on 'MASTER DATA LOG' will navigate to standard G2 Log report

Global View Gateway - ADP TEMPLATE

Global View Gateway - ADP TEMPLATE

Data Load Summary

| Load Date  | Load Time | Cty Grp | Rec Type | Description         | Total Read | Completed | Created | Updated | Deleted | Total Error | Ignored | Locked | Partial |
|------------|-----------|---------|----------|---------------------|------------|-----------|---------|---------|---------|-------------|---------|--------|---------|
| 06.09.2017 | 11:22:37  | 34      | P0041    | Date Specifications | 2          | 0         | 0       | 0       | 0       | 0           | 0       | 2      | 0       |
| 06.09.2017 | 11:22:37  | 34      | P0105    | Communication       | 2          | 0         | 0       | 0       | 0       | 0           | 0       | 2      | 0       |

### b. Other Master data log

**Workday Integration File Load Summary Report**

Refresh

| Run Id              | Integration File Name                               | G2 File Name                                    | Status | Status Description            |
|---------------------|-----------------------------------------------------|-------------------------------------------------|--------|-------------------------------|
| 201709061453096XuKQ | VDL_TD3002_20170927011910_IDPECL_HRMD01_DUT8G2I.SAP | TD3002_20170927011910_IDPECL_HRMD01_DUT8G2I.SAP | COMPL  | File transformed successfully |

Mule Request & Response / File Conversion Log / G2 Log

GG Load ID : 20170906112237

**MASTER DATA LOG** OTHER MASTER DATA LOG

| Rec type | ISO code | CGrpg | Total Read | Tot Int Ge | Tot Compl | Tot Error | Total Cre | Tot Update | Tot Delete | Tot Locked | Total Ignr | Total Read | Total | Hash Total | Rec Text            |
|----------|----------|-------|------------|------------|-----------|-----------|-----------|------------|------------|------------|------------|------------|-------|------------|---------------------|
| P0041    | ID       | 34    | 2          | 0          | 0         | 0         | 0         | 0          | 0          | 2          | 0          | 0          | 2     | 0,0000     | Date Specifications |
| P0105    | ID       | 34    | 2          | 0          | 0         | 0         | 0         | 0          | 0          | 2          | 0          | 0          | 2     | 0,0000     | Communication       |
| HROBJ    |          | 3     | 0          | 3          | 0         | 0         | 0         | 3          | 0          | 0          | 0          | 0          | 3     | 0,0000     |                     |
| MGRLK    |          | 4     | 0          | 4          | 0         | 0         | 0         | 4          | 0          | 0          | 0          | 0          | 4     | 0,0000     |                     |
| WDTJL    |          | 70    | 0          | 1          | 69        | 1         | 0         | 0          | 0          | 0          | 0          | 0          | 70    | 0,0000     |                     |

Clicking on ‘OTHER MASTER DATA LOG’ will navigate to standard G2 Other Master Data log report

**Global View Gateway - ADP TEMPLATE**

Record Type Details

Global View Gateway - ADP TEMPLATE

Other Data Load Summary

| Rec Type                       | Description           | Total Read | Completed | Total Error | Created | Updated |
|--------------------------------|-----------------------|------------|-----------|-------------|---------|---------|
| <input type="checkbox"/> HROBJ | HR Object Master Data | 3          | 3         | 0           | 0       | 3       |
| <input type="checkbox"/> MGRLK | Manager Link          | 4          | 4         | 0           | 0       | 4       |
| <input type="checkbox"/> WDTJL | WD Transformation Log | 70         | 1         | 69          | 1       | 0       |



It is recommended to schedule the ‘Load Summary report’ twice in a day 4 hours before and after actual background job (which process PERNR files) to receive notifications for unsuccessful jobs. Load summary report notification is only sent to ‘ADP Recipients Address’ who are configured under G2 Interface Automated File Process.

**G2 Interface Automated File Process Order & Other Attributes**

Description of the File DE - Workday batch file process

File Level Error Distribution

Client Recipient Address

Client\_Team

Client Recipient Type

ADP Recipient Address

ADP\_Team

ADP Recipient Address

ADP\_Team

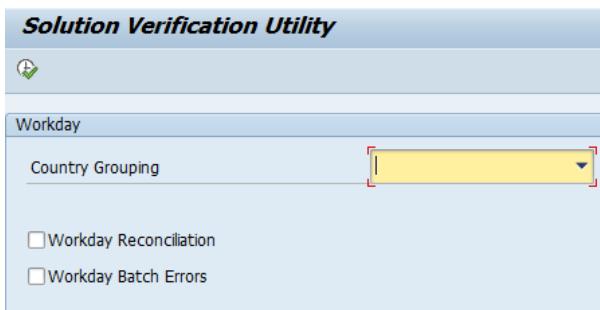
## Solution Verification Utility (ZTADP\_CON\_SOLVERIFY)

This program confirms whether the configuration for a specific country is complete for either

- Workday Batch Error Webservice feature.
- Workday Reconciliation

*Transaction: ZTADP\_CON\_SOLVERIFY*

*Area Menu Path:* Utilities → Workday



The resulting log confirms each component and provides some guidance for missing configurations.

| Batch Errors Webservice                                                                                                                                                                                                                                                                                                                                                                  | Global Payroll Reconciliation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>For Batch Errors this tool validates:</p> <ul style="list-style-type: none"><li>• The BTCER switch activation</li><li>• The PAY_GROUP_ID switch activation</li><li>• The presence of User Credentials</li><li>• User access to the User Credential program.</li><li>• The presence of Product Development deliverables. (Message Filter Table and Transformation [Table?]).</li></ul> | <p>For Reconciliation this tool validates:</p> <ul style="list-style-type: none"><li>• The EXPYA switch activation</li><li>• The existence of Many-to-One Pay Groups to Payroll Area mappings.</li><li>• Interface ID existence for this specific country</li><li>• Basic Pay is configured for Reconciliation</li><li>• User's access to the Reconciliation PECI Extractor</li><li>• Product Checks (Transformation &amp; XSD)</li><li>• Value Mapping. The resulting log confirms each component and provides some guidance for missing configurations.</li></ul> |

## Update External Payroll Area in IT0001 (ZZABK\_EXT)

IT0001 ‘External Payroll Area (ZZABK\_EXT)’ field is a supplemental field for capturing employee external payroll area values from HCM vendors like Workday, Oracle and Infor. The External Payroll Area (ZZABK\_EXT) value is required for the [Initial Data Load](#), [ExPR](#), [PDF Batch PaySlips](#), and [Global Payroll Reconciliation](#) integration features and any future outbound interfaces: data moving from GlobalView to Workday. Clients having n:1 mapping between HCM Pay Groups and GlobalView Payroll Areas in (meaning that multiple HCM pay groups are merged into a single GlobalView payroll area) must ensure IT0001 External Payroll Area field is updated, particularly for pre-existing GlobalView clients.

**Navigation from ZCON menu:** SAP Menu > Inbound > Configuration File Setup.

Select the solution/country group and then select Value Mapping Fields > Value Mapping Transformation.

The screenshot shows the SAP Value Mapping Transformation interface. At the top, there are fields for 'Ctry Grouping' (set to 04), 'Solution' (set to WD PECI), and 'ADP Field Name' (set to Pay\_Group\_Code {Summary}). Below this is a table titled 'Value Mapping Transformation' with four columns: Seq. Nr, Condition Code, Source Value, and Target Value. The table contains four rows of data:

| Seq. Nr | Condition Code | Source Value   | Target Value |
|---------|----------------|----------------|--------------|
| 0001    |                | GPC-ES-MO      | EM           |
| 0002    |                | GPC-ES-MO-0410 | EM           |
| 003     |                | GPC-ES-MO-GVS  | ES01         |
| 004     |                | GPC-ES-HR      | EM           |

**Exception:** when payroll area mapping is conditional based on the Company Code, the transformation process reads the Value Mapping and Conditions tables to determine which employees belong to the HCM Pay Group:

**Out of Scope:** The employees who terminated due to In-country transfers.

## Implementation Guidelines

Complete these Workday and GlobalView activities prior to the end of the payroll period which is just before go-live date updating ‘External Payroll Area’ from Workday to GlobalView system.

1. Activate the [ZXADP | EXPYA](#) switch in table T77S0
2. Update program name [ZP000100](#) using in table **T582C** with transaction SM30
3. the [SM30 Program Names](#) ZP000100 in SM30|T582C
4. Request the client to run the [ADP Workday PayGroup Code Report](#).
5. Run the [Update External Payroll Area Tool](#) (ZI\_XADP\_M99\_P0001\_EPYUPD00).
6. NOTE: this requires requesting access role ‘ZGVE\_HR\_9\_99\_1\_WD\_FOBJ\_INSERT’ via IaAM self-service. This authorization is limited to one day.



Clients must provide the completed Workday report to ADP for uploading **before** the next batch file is loaded or any other changes are made to the infotype 0001 data in GlobalView.

The IT0001 External Payroll Area field is limited to 100 characters in length.

## ADP Workday PayGroup Code Report

**Report Name** - ADP\_Workday\_PayGroup\_Code\_Report

This ADP designed report is available by downloading the ADP Workday PayGroup Code Report solution ID ([5485c16036b601395a9448dab1283b5d](#)) which requires the normal approval process. The output can be exported as an excel file for updating in GlobalView via [Update External Payroll Area Tool](#).

The report

- must be run at country level i.e., with all Pay Groups for a country
- must be output in an excel CSV file format
- must be given to ADP via CRM ticket

## Selection-Screen

The screenshot shows a report titled "ADP\_Workday\_PayGroup\_Code\_Report". On the left, there is a sidebar titled "Pay Group" containing three items: "EDI USA Pay Group GV Monthly", "GPC USA Pay Group GV Bi-Weekly", and "GPC USA Pay Group GV Bi-Weekly-CERT". The main area displays a table with the following data:

| Global ID | Paygroup Country | Position Effective Date | Pay Group                      | Paygroup Code | Pay Group Assignment Date |
|-----------|------------------|-------------------------|--------------------------------|---------------|---------------------------|
| 21447     | US               | 06/02/2014              | GPC USA Pay Group GV Bi-Weekly | GPC-US-BIWK   | 06/02/2014                |
| 22803     | US               | 06/20/2017              | GPC USA Pay Group GV Bi-Weekly | GPC-US-BIWK   | 06/20/2017                |
| 23458     | US               | 11/01/2017              | EDI USA Pay Group GV Monthly   | EDI-US-MO     | 11/01/2017                |
| 23468     | US               | 11/01/2017              | EDI USA Pay Group GV Monthly   | EDI-US-MO     | 11/01/2017                |
| 23559     | US               | 01/01/2017              | GPC USA Pay Group GV Bi-Weekly | GPC-US-BIWK   | 01/01/2017                |
| 24816     | US               | 07/01/2018              | GPC USA Pay Group GV Bi-Weekly | GPC-US-BIWK   | 07/01/2018                |

### Sample Output

| Global ID | Paygroup Country | Position Effective Date | Pay Group                      | Paygroup Code | Pay Group Assignment Date |
|-----------|------------------|-------------------------|--------------------------------|---------------|---------------------------|
| 21447     | US               | 06/02/2014              | GPC USA Pay Group GV Bi-Weekly | GPC-US-BIWK   | 06/02/2014                |
| 22803     | US               | 06/20/2017              | GPC USA Pay Group GV Bi-Weekly | GPC-US-BIWK   | 06/20/2017                |
| 23458     | US               | 11/01/2017              | EDI USA Pay Group GV Monthly   | EDI-US-MO     | 11/01/2017                |
| 23468     | US               | 11/01/2017              | EDI USA Pay Group GV Monthly   | EDI-US-MO     | 11/01/2017                |
| 23559     | US               | 01/01/2017              | GPC USA Pay Group GV Bi-Weekly | GPC-US-BIWK   | 01/01/2017                |
| 24816     | US               | 07/01/2018              | GPC USA Pay Group GV Bi-Weekly | GPC-US-BIWK   | 07/01/2018                |

- New Hires may have a blank Current\_Pay\_Group\_Name and Current\_Pay\_Group\_Code
- Future New Hires will have a value in Proposed\_Pay\_Group\_Name and Proposed\_Pay\_Group\_Code

### **Update External Payroll Area Tool**

**ZCON area menu > Inbound > IT0001-External Payroll Area Update**

**Interface Name – ZI\_XADP\_M99\_P0001\_EPYUPD00**

**Transaction Code - ZTADP\_CON\_IT1\_EPYUPD**

- The report can be run at the country level, but the report can also be run multiple times by selecting smaller sets of pay groups or employees.
- The output log confirms the updated employees and identifies employees in error. As an alternative update the ‘External Payroll Area’ for errored employees using either SSL or directly in GlobalView.

### Selection-Screen

**Update External Payroll Area in IT0001**

(

**Input File Selection**

|            |                                            |                                  |
|------------|--------------------------------------------|----------------------------------|
| Local PC   | <input checked="" type="radio"/> File name | <input type="text" value="C:\"/> |
| SAP Server | <input type="radio"/> File name            | <input type="text"/>             |

**Selections**

|                                              |                                                                                   |
|----------------------------------------------|-----------------------------------------------------------------------------------|
| Country Grouping                             | <input checked="" type="checkbox"/>                                               |
| Global ID                                    | <input type="checkbox"/>                                                          |
| External Payroll Area                        | <input type="checkbox"/>                                                          |
| <input checked="" type="checkbox"/> Test Run |  |

### Authorization

Users should have a role ZGVE\_HR\_9\_99\_1\_WD\_FOBJ\_INSERT to run the interface. This is an exceptional role so an internal ticket to be raised to the ITS team(#9) to gain access.

## Data Flow



## Output

| IT0001-External Payroll Area Update |                       |            |            |        |            |                           |        |                                        |  |
|-------------------------------------|-----------------------|------------|------------|--------|------------|---------------------------|--------|----------------------------------------|--|
| Date-Time:                          | 03/13/2019 - 07:55:20 |            |            |        |            |                           |        |                                        |  |
| No. of Employee(s):                 | 8,723                 |            |            |        |            |                           |        |                                        |  |
| No. of Successful EE's:             | 2                     |            |            |        |            |                           |        |                                        |  |
| No. of Errored EE's:                | 8,721                 |            |            |        |            |                           |        |                                        |  |
| User Name:                          | Nanaware Revannath    |            |            |        |            |                           |        |                                        |  |
| Global ID                           | Personnel             | Start Date | End Date   | CoCode | Payroll Ar | Ext. Payroll Area         | Status | Message text                           |  |
| 23025                               | 8015553               | 01.01.2019 | 31.12.9999 | 0800   | G1         | GPC-GB-2WK-0800-RN-RaaS-1 | COMPL  | External Payroll Updated Successfully! |  |
| 23026                               | 8015554               | 15.02.2019 | 28.02.2019 | 0800   | G1         | GPC-GB-2WK-0800-RN-RaaS-1 |        | External Payroll Updated Successfully! |  |
|                                     | 8015554               | 01.01.2019 | 14.02.2019 | 0800   | G1         | GPC-GB-2WK-0800-RN-RaaS-1 |        | External Payroll Updated Successfully! |  |
|                                     | 8015554               | 01.03.2019 | 14.03.2019 | 0800   | G1         | GPC-GB-2WK-0800-RN-RaaS-1 |        | External Payroll Updated Successfully! |  |
|                                     | 8015554               | 15.03.2019 | 31.12.9999 | 0800   | G1         | GPC-GB-2WK-0800-RN-RaaS-1 |        | External Payroll Updated Successfully! |  |
|                                     | 8990556               | 01.02.2018 | 31.12.9999 | 0800   | GB01       |                           | ERROR  | External Payroll Area is Blank         |  |
| ?_08003256                          | 8003256               | 01.04.2014 | 31.12.9999 | 0800   | G0         |                           |        | External Payroll Area is Blank         |  |
| ?_08003257                          | 8003257               | 01.04.2014 | 31.12.9999 | 0800   | G0         |                           |        | External Payroll Area is Blank         |  |
| ?_08003258                          | 8003258               | 01.08.2014 | 31.12.9999 | 0800   | G0         |                           |        | External Payroll Area is Blank         |  |
| ?_08003262                          | 8003262               | 02.08.2014 | 31.12.9999 | 0800   | GB01       |                           |        | External Payroll Area is Blank         |  |
|                                     | 8003263               | 20.08.2014 | 31.12.9999 | 0800   | GB02       |                           |        | External Payroll Area is Blank         |  |
|                                     | 8003265               | 01.09.2014 | 31.12.9999 | 0800   | GB01       |                           |        | External Payroll Area is Blank         |  |
|                                     | 8003266               | 26.08.2014 | 31.12.9999 | 0800   | GB01       |                           |        | External Payroll Area is Blank         |  |
| ?_08003286                          | 8003286               | 21.09.2014 | 31.12.9999 | 0800   | GB01       |                           |        | External Payroll Area is Blank         |  |
| ?_08003287                          | 8003287               | 02.08.2014 | 31.12.9999 | 0800   | GB01       |                           |        | External Payroll Area is Blank         |  |

---

The output will consist of successfully updated and errored out employees

- The ‘COMPL’ status identifies employees whose IT0001 was updated successfully with the ‘External Payroll Area’ value.
- The ‘ERROR’ status identifies employees whose IT0001 ‘External Payroll Area’ failed. The user needs to review the error and expected to take appropriate action.

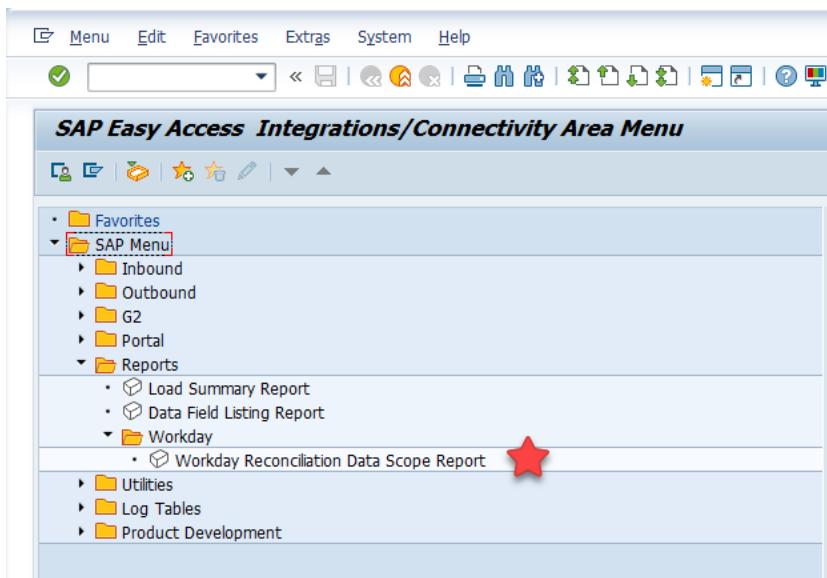
## Reconciliation

### Global Payroll Reconciliation Data Scope Report

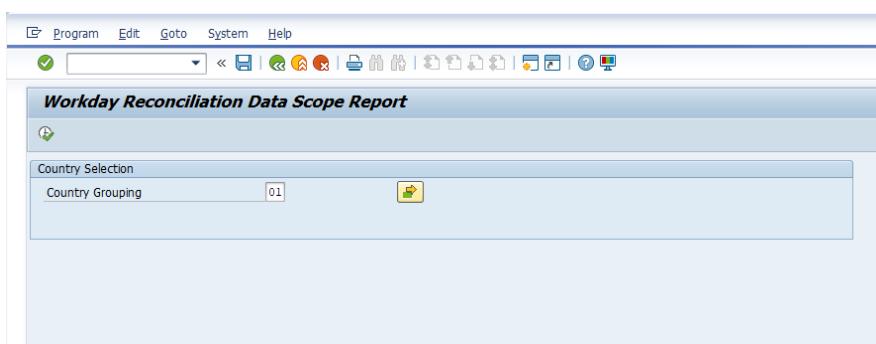
This report lists the currently ADP-supported fields for reconciliation.

From the ZCON area menu:

SAP Menu -> Reports -> Workday -> Workday Reconciliation Data Scope Report



Select the reconciliation countries. The spreadsheet contains a tab for supported infotypes and a second tab list with supported fields for those infotypes. Not all fields for supported infotypes are available for reconciliation.



A sample report is available in Confluence: [Sample Global Payroll Reconciliation Data Scope Report.xlsx](#).

See Also, [Solution Verification Tool](#).

## Integration – Data and Log Cleanup Utility

The Integration – Data, and Log Cleanup Utility can purge the integration-related logs stored in SAP tables on either a scheduled basis or on-demand. This avoids stressing GlobalView data stores by maintaining only the data falling within the specified lookback period.

Program: ZR\_XADP\_M99\_CON\_UTIL\_CLEANUP

Transaction: ZTADP\_M99\_CON\_CLUTIL

Area Menu Path: Utilities → Integration Data & Log CleanUp

This cleanup utility deletes the data based on the selected features and the specified minimum look-back period defined by the interval unit.

- All API Payslip Logs
- All Enhanced integration Logs
- All Integration Transformation Logs
- Batch Error Log and Responses
- EDI file data and Log
- Global Payroll Reconciliation Logs

**Integration - Table CleanUp Utility**

|                                                                                                                                                                                                                                                                                                                                                                                                                |   |                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|----------------|
| <b>Application Selection</b>                                                                                                                                                                                                                                                                                                                                                                                   |   |                |
| <input checked="" type="checkbox"/> Event Driven Integration<br><input checked="" type="checkbox"/> File Transformation Log<br><input checked="" type="checkbox"/> Batch Error Mssages & Responses<br><input checked="" type="checkbox"/> Global Payroll Reconciliation<br><input checked="" type="checkbox"/> Admin Central & Workday Enhanced Integration<br><input checked="" type="checkbox"/> API Payslip |   |                |
| <b>Period Selection</b>                                                                                                                                                                                                                                                                                                                                                                                        |   |                |
| Unit                                                                                                                                                                                                                                                                                                                                                                                                           | 4 | Interval WEEKS |
| <b>Processing Mode</b>                                                                                                                                                                                                                                                                                                                                                                                         |   |                |
| <input checked="" type="checkbox"/> Test Run(No Update)                                                                                                                                                                                                                                                                                                                                                        |   |                |

Afterward, a summary of the deleted data displays including the number of transactions removed per table.

| Integration - Data & Log CleanUp Utility                                               |            |                  |                      |             |                                            |                               |                    |  |
|----------------------------------------------------------------------------------------|------------|------------------|----------------------|-------------|--------------------------------------------|-------------------------------|--------------------|--|
|                                                                                        |            |                  |                      |             |                                            |                               |                    |  |
| Integration - Data & Log Clean Up Utility<br>User Name : GVAA1846<br>Date : 22.08.2019 |            |                  |                      |             |                                            |                               |                    |  |
| Start Date                                                                             | End Date   | Country Grouping | Integration Solution | Application | Soution Description                        | Application Description       | No of Transactions |  |
| 01.01.1800                                                                             | 25.07.2019 | 99               |                      |             |                                            | File Transformation Log       | 3.586              |  |
| 01.01.1800                                                                             | 25.07.2019 | 99               |                      | BTCER       |                                            | Batch Error                   | 3                  |  |
| 01.01.1800                                                                             | 25.07.2019 | CR               | WD PECI              | BTCER       | Workday Payroll Effective Change Interface | Batch Error                   | 292                |  |
| 01.01.1800                                                                             | 25.07.2019 | 25               |                      | EDI         |                                            | Event Driven Integration      | 1                  |  |
| 01.01.1800                                                                             | 25.07.2019 | 27               | ORCL_GPI             | EDI         | Oracle Global Payroll Interface            | Event Driven Integration      | 15                 |  |
| 20.08.2018                                                                             | 25.07.2019 | 25               | WD PECI              | EDI         | Workday Payroll Effective Change Interface | Event Driven Integration      | 619                |  |
| 01.01.1800                                                                             | 25.07.2019 | 42               | WD PECI              | GER         | Workday Payroll Effective Change Interface | Global Payroll Reconciliation | 2.320              |  |
| 01.01.1800                                                                             | 25.07.2019 | 10               | GV_SSL               | GV_SSL      | GlobalView SSL Mapping                     | File Transformation Log       | 6                  |  |
| 01.01.1800                                                                             | 25.07.2019 | 99               | INFR                 | INFR        |                                            | File Transformation Log       | 3                  |  |
| 01.01.1800                                                                             | 25.07.2019 | 28               | INFR_EI              | INFR_EI     | Infor Enhanced Integration                 | Infor Enhanced Integration    | 12.797             |  |
| 01.01.1800                                                                             | 25.07.2019 | 99               | INFR_G2              | INFR_G2     | Infor Global Payroll Interface             | File Transformation Log       | 223                |  |
| 01.01.1800                                                                             | 25.07.2019 | 13               | ORCL_EI              | ORCL_EI     | Oracle Enhanced Integration                | File Transformation Log       | 8.956              |  |
| 01.01.1800                                                                             | 25.07.2019 | 32               | ORCL_GPI             | ORCL_GPI    | Oracle Global Payroll Interface            | Oracle Enhanced Integration   | 17.072             |  |
| 01.01.1800                                                                             | 25.07.2019 | 03               | WD PECI              | WD PECI     | Workday Payroll Effective Change Interface | File Transformation Log       | 29.107             |  |
| 01.01.1800                                                                             | 25.07.2019 | 27               | WD PICOF             | WD PICOF    |                                            | File Transformation Log       | 20.151             |  |
| 01.01.1800                                                                             | 25.07.2019 | 29               | WD_EI                | WD_EI       | Workday Enhanced Integration               | File Transformation Log       | 6.254              |  |

# Appendices

## Resources

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Check the [ADP Workday Integration Knowledge Resource Center](#) (<https://confluence.es.ad.adp.com/display/euI/ADP+Workday+Integration+Knowledge+Resource+Center>) for other helpful resource documents:

- [PECI](#)
  - [Data Dictionary](#)
  - [GV Consultant Guide](#)
    - [Related Documents for Workday Integration](#)
      - Sample ExPR CSV output file.csv
      - Sample Global Payroll Reconciliation Data Scope Report.xlsx
      - WDI\_TD3002\_20160821222746\_SGPECI\_HRMD52\_DUT8G2I.XML
      - Workday and ADP Global Payroll technical integration setup
    - [Workday Documentation](#)
      - Event-Driven Integration
      - External Payroll Results Inbound Integration
      - Workday Global Payroll Reconciliation
  - [WD Implementation Guide](#)
  - [WD User Guide](#)
- [Workday Enhanced Integration](#)
- [Job Aids](#)
  - [General Job Aids](#)
  - [PECI Job Aids](#)
  - [PICOF Job Aids](#)
  - [WDEI Job Aids](#)
- [Solution IDs](#)
- [Videos on Demand](#)

You can Also, find training materials in [iSucceed](#) by searching for keywords “Workday Integration”.

## Troubleshooting WDTJE Errors

Errors occurring during transformation are passed in the G2 file in order to be reported along with G2 errors. Messages reported under WDTJE (Workday Talend Job Errors) record type in the G2 file can be found in the message class table under 'ZXADP\_M99\_CONMSG'.

Using a G2 file below, note the WDTJE record includes message number "**019**".

**WDTJE|"EN'||"CA|"PAY\_GROUP\_CA\_KB\_0700|"700052|"Worker\_Status|"Hire\_Date|"I|"ZXADP\_M99\_CONMSG|"019||"hire||"||"**

Log into GlobalView and using Transaction Code-SE91, enter 'ZXADP\_M99\_CONMSG' as the message class. Click display and look for 019 for more details.

| No. | Message Short Text                                                        | Self-Explanatory                    | Last Changed By | Changed On |
|-----|---------------------------------------------------------------------------|-------------------------------------|-----------------|------------|
| 016 | PCO and PCI present for a transfer & an external pay company.             | <input type="checkbox"/>            | GVNA0499        | 23.02.2018 |
| 017 | The Type of Transfer field value does not align to the staffing event.    | <input type="checkbox"/>            | GVNA0499        | 23.02.2018 |
| 018 | & switch is not present.                                                  | <input type="checkbox"/>            | GVNA0499        | 23.02.2018 |
| 019 | <b>The change to the employee's &amp; date has not been processed.</b>    | <input checked="" type="checkbox"/> | GVNA0499        | 10.11.2017 |
| 020 | File contains multiple status changes for an employee on the same date.   | <input type="checkbox"/>            | GVNA0499        | 23.02.2018 |
| 021 | The absence type has changed.                                             | <input type="checkbox"/>            | GVNA0499        | 23.02.2018 |
| 022 | The absence type / estimated leave end date has changed.                  | <input type="checkbox"/>            | GVNA0499        | 23.02.2018 |
| 023 | Constant & has not been configured.                                       | <input checked="" type="checkbox"/> | GVNA0499        | 10.11.2017 |
| 024 | Incorrect value in the 'Changes Only' parameter.                          | <input type="checkbox"/>            | GVNA0499        | 23.02.2018 |
| 025 | &-e has been dropped, as no value mapping has been found.                 | <input checked="" type="checkbox"/> | GVNA0499        | 10.11.2017 |
| 026 | The LEGAL_EMPLOYER switch has not been found for an in-country transfer.  | <input type="checkbox"/>            | GVNA0499        | 23.02.2018 |
| 027 | The employee's status in the home country has not been modified.          | <input type="checkbox"/>            | GVNA0499        | 23.02.2018 |
| 028 | Date Type & & missing for & employee.                                     | <input type="checkbox"/>            | GVEA0024        | 02.03.2018 |
| 029 | Incorrect configuration of the TERM_ACTION_OVERRIDE switch.               | <input type="checkbox"/>            | GVEA0024        | 02.03.2018 |
| 030 | TERM-C / TERM-R configuration values should be 10/02 respectively.        | <input type="checkbox"/>            | GVEA0024        | 02.03.2018 |
| 031 | The deletion of the &l has not been processed, since it is not supported. | <input type="checkbox"/>            | GVEA0024        | 02.03.2018 |
| 032 | The file contains more than two staffing events for this employee.        | <input type="checkbox"/>            | GVEA0024        | 02.03.2018 |
| 033 | LOA not collected due to same effective date for PCI and LOA.             | <input type="checkbox"/>            | GVEA0024        | 02.03.2018 |
| 034 | The Workday Account field does not contain a value.                       | <input type="checkbox"/>            | GVEA0024        | 02.03.2018 |
| 035 | LOA dropped due to multiple staffing events / same effective dates.       | <input type="checkbox"/>            | GVEA0024        | 02.03.2018 |

Click LONG TEXT from the menu bar for a selected message to see additional information and instructions.

**19. Short Text:** The change to the employee's & date has not been processed.

**System Response:** The record is not processed.

**Procedure:** Ensure that the change is reflected in the system via the preferred route.

## Improving Workday Guides

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When documentation for a particular topic is missing or unclear or wants to share a documentation suggestion please submit a CRM ticket to team 3884. The ticket title should begin with “WD Guides” and continue with the topic name and the needed change such as:

- needs correction
- needs clarification
- is missing

Int. Product Ticket: 25000930##, **WD Guides** <topic name> topic <action requested>

Here are some examples

Int. Product Ticket: 25000930##, **WD Guides Temporary Transfer** topic *needs correction*

Int. Product Ticket: 25000930##, **WD Guides Temporary Transfer** topic *needs clarification*

Int. Product Ticket: 25000930##, **WD Guides Temporary Transfer** topic *is missing*

For documentation corrections and clarifications, be sure to mention the document section name and provide the details about the expected update.

## Authorizations and Amendments History

| Version                                                                                                                                                                                                                                         | Authored                                              | Approved | CRM Ticket                                                                                     | Next Review Date |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|----------|------------------------------------------------------------------------------------------------|------------------|
| 4.3<br><b>General:</b><br>Relocated Amendments History to an appendix. Going forward only the current changes will precede the table of contents. PIDGN was corrected to "4".<br>PLOGI section clarified<br>CONTROLS: LOA_LEAVE_REASON updated. | Deepa Maddula<br>Saideshwar Palvai<br>Carmen Wiedmann |          | 2500099775<br>2500099891<br>2500100347<br>2500112976<br>2500130711<br>2500130913<br>2500131708 |                  |
| IT0008<br>Infotype injection will not be supported going forward.                                                                                                                                                                               |                                                       |          |                                                                                                |                  |
| IT0009<br>Bank Details updated                                                                                                                                                                                                                  |                                                       |          |                                                                                                |                  |
| IT0041<br>Updated rows <i>Before Payroll Period Start Date</i> and <i>After Payroll Period Start Date</i>                                                                                                                                       |                                                       |          |                                                                                                |                  |
| <b>Batch Errors:</b><br><i>Payroll Error Report Webservice</i> is now named <i>Third Party Payroll Errors</i>                                                                                                                                   |                                                       |          |                                                                                                |                  |

| Version                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Authored                             | Approved | CRM Ticket                             | Next Review Date |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|----------|----------------------------------------|------------------|
| <p>4.2b</p> <p>CORRECTION: –these configuration settings were accidentally removed.</p> <p>SWITCH: RFL_DROPREASON</p> <p>CONTROL: LOA_LEAVE_REASON</p> <p>CONTROL:</p> <ul style="list-style-type: none"> <li>• BR_BKONT_NEW is now BR_IT0009_NEW.</li> <li>• Scope expanded to the field Bank Account Number(BANKN) for banks 033 &amp; 237</li> </ul> <p>Added a recommendation for attaching SSH Key, PgP Key and the x509 certificates in CRM.</p> <p>Date Alignments: the <i>Before Payroll Period Start</i> and <i>After Payroll Period Start</i> have replaced the date-alignment setting: <i>Payroll Start Date</i>. Noted these are a limitation for reconciliation.</p> <p>Expanded Global Payroll Reconciliation introduction.</p> | Saideshwar Palvai<br>Carmen Wiedmann |          | 2500100347<br>2500130913<br>2500112976 |                  |
| <p>4.2</p> <p>Removed Switches:</p> <ul style="list-style-type: none"> <li>• DROP_BPAMOUNT</li> <li>• G2_AUTODEL</li> <li>• RFL_DROPREASON</li> <li>• TERMREASON</li> </ul> <p>Removed Control: LOA_LEAVE_REASON</p> <p>Reconciliation:</p> <ul style="list-style-type: none"> <li>• Clarified the column content for Workday PayGroup Code Report.</li> <li>• New prerequisite for IT0014 and IT0015</li> <li>• New limitations for IT0015</li> </ul> <p>Added ADPWorks link regarding <i>Workday Staffing Events for PECI</i> notes</p> <p>EDI supports start date corrections and rescinds for hires and terminations.</p>                                                                                                                 | Saideshwar Palvai<br>Carmen Wiedmann |          |                                        |                  |

| Version                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Authored                                     | Approved | CRM Ticket | Next Review Date |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|----------|------------|------------------|
| <p>4.1</p> <p><b>GENERAL</b></p> <ul style="list-style-type: none"> <li>• Added link to ADPWorks IT Advisor site: Workday Integration - Technical Setup Process</li> <li>• Updated “<i>Workday and ADP Global Payroll technical integration setup</i>” document link.</li> <li>• DEFBANKL_IT0009 Constant for AR</li> <li>• IT0057 for the union subtype available for only Argentina and Brazil.</li> <li>• For the USA, WCC_OBJECT does not support JOB at this time.</li> <li>• Introduced new In-Country transfers suffix characters.</li> <li>• The Integration – Data and Log Cleanup Utility has replaced the EDI Clean-up Utility.</li> <li>• </li> </ul> <p><b>RECONCILIATION</b></p> <ul style="list-style-type: none"> <li>• In Reconciliation chapter, renamed “solution overview” section to “processing overview” then added a new introduction called “solution overview”.</li> <li>• Removed Reconciliation PTEXT functionality. Many to 1 mapping is only supported for Pay Groups (Payroll Areas)</li> <li>• New ZXADP_M99_REXCLD table to exclude employees from reconciliation.</li> </ul> | <p>Saideshwar Palvai<br/>Carmen Wiedmann</p> |          |            |                  |

| Version                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Authored                                                                                | Approved | CRM Ticket                               | Next Review Date |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|----------|------------------------------------------|------------------|
| <p><b>4.0 - General</b></p> <ul style="list-style-type: none"> <li>Multi-Wage Code plans replace IT0008 injection.</li> <li>Batch Payslips and API Payslips are mutually exclusive</li> <li>New logic for Global ID for in-country transfers</li> <li>Updated Workers Compensation – Canada and the United States of America sections</li> <li>SE91 for ZXADP_M99_CONMSG</li> </ul> <p><b>IDL:</b></p> <ul style="list-style-type: none"> <li>IT0015 is out of scope</li> <li>Country-specific infotypes were added for <ul style="list-style-type: none"> <li>Australia</li> <li>Hong-Kong</li> <li>Japan</li> <li>Korea</li> <li>Malaysia</li> <li>Mexico</li> </ul> </li> <li>Removed note about Workday known limitation</li> </ul> <p><b>SWITCHES</b></p> <p>Updated: POSITION</p> <p>Renamed:</p> <ul style="list-style-type: none"> <li>LOARFL_DATA_SWITCH</li> <li>LOARFL_SWITCH</li> </ul> <p>New:</p> <ul style="list-style-type: none"> <li>IT0105_9MOB</li> <li>TERM_REHIRE_CONSECUTIVE_DAY</li> <li>DROP_BPAMOUNT</li> <li>G2_AUTODEL</li> <li>RFL_DROPREASON</li> <li>TERMREASON</li> </ul> <p><b>CONSTANTS</b></p> <p>Renamed: BANKMAINBANKSUBTY</p> <p>New:</p> <ul style="list-style-type: none"> <li>DEFBDBEP_IT0002</li> <li>ORG_TYPE_COST_CENTER</li> <li>ORG_TYPE_SUPERVISORY</li> <li>RUDEFSBGRU_IT0004</li> </ul> <p><b>CONTROLS</b></p> <p>Renamed: BR_BKONT_NEWLOGIC</p> <p>New:</p> <ul style="list-style-type: none"> <li>MX_MUNICIPALITY</li> <li>LOA_LEAVE_REASON</li> </ul> | Krishnan Dakshinamurthy<br>Saideshwar Palvai<br>Satyavathi Salikanti<br>Carmen Wiedmann |          | 2500096870,<br>2500115514,<br>2500095683 |                  |

| Version                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Authored                                                                                                                            | Approved | CRM Ticket                                                                    | Next Review Date |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|----------|-------------------------------------------------------------------------------|------------------|
| <p>3.9<br/>New</p> <ul style="list-style-type: none"> <li>• New Control: BR_BKONT_NEWLOGIC (BR)</li> <li>• New Constant: DEFCON_IT0009 (CZ) and DEFBANKL_IT0009 (AR)</li> <li>• New Bank Details for Argentina</li> <li>• Units and Percentages based plans</li> <li>• Checklist for IT Setup Tasks</li> </ul> <p>Clarifications</p> <ul style="list-style-type: none"> <li>• Updated IT0009 business logic (BR)</li> <li>• Clarifications for switches JOB and POSITION.</li> <li>• Clarifications for Workers Compensation switch WCC_OBJECT (USA + Canada).</li> <li>• Clarifications for switches Workers Compensation (USA + Canada).</li> <li>• New switch SG_FULLNAME (Singapore)</li> <li>• Clarifications for API Payslip Integration.</li> </ul> <p>Reconciliation</p> <ul style="list-style-type: none"> <li>• Reminder about Workday security for Reconciliation</li> <li>• Clarification for role ZGVE_HR_9_99_1_WD_FOBJ_INSERT.</li> <li>• Clarified Wage Type Injections are not supported for reconciliation.</li> <li>• </li> </ul> | <p>Stefania Brun<br/>Krishnan Dakshinamurthy<br/>Deepa Maddula<br/>Robert Patience<br/>Satyavathi Salikanti<br/>Carmen Wiedmann</p> |          | <p>2500098170<br/>2500115500<br/>2022335391<br/>2500097173<br/>2500114122</p> |                  |
| <p>3.8</p> <p>Future staffing events (Hires/Terminations) are limited to PECI Standard Integration and EDI.</p> <p>IT0001-External Payroll Area field size increased.</p> <p>New:</p> <ul style="list-style-type: none"> <li>• Workday Batch Error Web Service feature including Solution Verification Tool (for Reconciliation and Batch Error Webservices) and troubleshooting section in Ancillary Tools.</li> <li>• API Payslip Solution</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <p>Satyavathi Salikanti<br/>Carmen Wiedmann</p>                                                                                     |          |                                                                               |                  |

| Version                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Authored                                                                                      | Approved | CRM Ticket | Next Review Date |
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| <p>3.7</p> <ul style="list-style-type: none"> <li>• Organized contents so configuration topics are together and features are their own chapters. Placed all tools in the Ancillary Tool Chapter</li> <li>• Moved the Infotype Related Settings under the Integration Configuration chapter.</li> <li>• Updated the explanation in the Staffing Event Changes section.</li> <li>• IDL now extracts Compensation for TERMS</li> <li>• Future Terminations have a known issue.</li> </ul> <p>Supplemental documentation is now maintained in Confluence. Document links can be found in the Resource Appendix and where possible inside the document.</p> <ul style="list-style-type: none"> <li>• Workday and ADP Global Payroll technical integration setup document.</li> <li>• Example of PECI file and GlobalView Infotypes</li> <li>• Sample ExPR CSV spreadsheet</li> <li>• Workday Community topics for Event-Driven Integration, External Payroll Results Inbound Integration, and Global Payroll Reconciliation,</li> </ul> <p>Local copies of Workday documents Also, available in Confluence but are subject to change</p> <ul style="list-style-type: none"> <li>• Download-Solution-from-Solutions-Library</li> <li>• External Payroll Results Inbound Integration</li> <li>• Global Payroll Reconciliation</li> </ul> | Shekhar Chandra<br>Rao Patibandla<br>Murali Vasikarla<br>Saideshwar Palvai<br>Carmen Wiedmann |          |            |                  |

| Version                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Authored                                                                   | Approved | CRM Ticket | Next Review Date |
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| <p>3.6</p> <p>New T77S0 switch: ZXADP   RVGID</p> <p>Updated Staffing Events section detailing the impact of changes to record start date.</p> <p>Added <i>Staffing Event Changes</i> and <i>Employee Changes during Transfers</i> sections</p> <p>Relocated the G2 settings earlier in the document.</p> <p>Relocated sections within the related infotype topic:</p> <p>IT0000 now includes:</p> <ul style="list-style-type: none"> <li>• <i>Termination Auto Reversal (G2 Feature)</i></li> <li>• <i>Hire / Termination Rescinds – Action Code conversion</i></li> </ul> <p>IT0009 includes: <i>Infotype Bank Details – Delete</i></p> <p>IT0041 includes <i>Date Mapping: One to many (1: n)</i></p> <p>IT0369 (Social Security Data)</p> <p>Added Mexico Social Security Number ‘IMSS’ for Other_Identifier.</p> <p>Global Payroll Reconciliation</p> <ul style="list-style-type: none"> <li>• Correct role name for the IT1 Update Tool is:<br/>ZGVE_HR_9_99_1_WD_FOBJ_INSERT</li> <li>• Added the Ancillary section containing the Update External Payroll Area tool topic.</li> <li>• Added link to Workday’s <i>Global Payroll Reconciliation</i> document found on Confluence.</li> <li>• Removed the data scope section. Use transaction ZIADP_M99_PECI_DSCPE for the current list.</li> </ul> | Saideshwar Palvai                                                          |          |            |                  |
| <p>3.5</p> <p>Corrections/clarifications:</p> <ul style="list-style-type: none"> <li>• Document Introduction: see prerequisites for Pay Groups/Payroll Area mapping</li> <li>• International Transfers: see transfer type.</li> <li>• In-country Transfers: see configuration steps</li> <li>• DFL: see the tool’s comparison scope.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Shekhar Chandra<br>Rao Patibandla<br>Murali Vasikarla<br>Saideshwar Palvai |          | 2500093775 |                  |

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| <p>3.4</p> <p>NEW:</p> <p>The Introduction section includes instructions for addressing documentation issues.</p> <p>IT0000 Actions section: Term and Rehire on Consecutive Days clarification.</p> <p><b>FEATURE CHANGES</b></p> <ul style="list-style-type: none"> <li>-EDI</li> <li>Clarified the Workday configuration overview.</li> <li>-RECONCILIATION</li> </ul> <ul style="list-style-type: none"> <li>• The feature name is now Global Payroll Reconciliation and pilot date corrected to March 2019</li> <li>• Updated Prerequisites section</li> <li>• Updated Behavior and Limitations section</li> <li>• Updated Configuration section</li> <li>• Added new appendix for the Global Payroll Reconciliation Workday Attributes table</li> </ul> <p><b>InfoTypes:</b></p> <ul style="list-style-type: none"> <li>• IT0006: Romania's SIRUTA field is covered by WDEI.</li> <li>• IT0008: Pay Scale validation</li> <li>• IT0009: Start Date behavior and Bank details for Brazil.</li> <li>• IT0041: Term and Rehire on Consecutive Dates (ES, FR, and RU)</li> </ul> |                 |          | 2500105002<br>2500108283<br>2500093833<br>2500108507<br>2500091501<br>2500093596<br>2500092195<br>2500080262<br>2500093869<br>2500110034<br>2500093386<br>2020634534<br>2500092726 |                  |
| 3.3b<br>Initial Data Load updated for Global Countries.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Shekhar Chandra |          |                                                                                                                                                                                    |                  |

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| <p>3.3</p> <p>New Features:</p> <ul style="list-style-type: none"> <li>• Data Field Listing Tool (DFL)</li> <li>• Reconciliation Tool details.</li> </ul> <p>Constants, Controls, and Switches</p> <ul style="list-style-type: none"> <li>• Updated: DEFKHINR_KOSTL (List of Constants and their purpose)</li> <li>• New: STANDARDHIERARCHYAREA (List of Controls and their purpose)</li> <li>• New:<br/>IT41_PAYTHROUGHDATE_ADD_OFF and<br/>IT41_TERMINATIONDATE_ADD_OFF (List of Switches and their purpose)</li> <li>• Updated: ADDRESS_USAGE (List of Switches and their purpose)</li> </ul> <p>Other Updates</p> <ul style="list-style-type: none"> <li>• Global Payroll Reconciliation Pilot phase has begun.</li> <li>• Added <i>EDI Clean-up Utility</i> details</li> <li>• New advisory for <i>Scheduling background jobs</i> section</li> <li>• CRM KM details removed from the <i>Payroll Area value extraction</i> section.</li> <li>• Updated link to <i>GV MyPay Consultant Guide</i> (ExPR)</li> <li>• Updated Employee Transfers section</li> <li>• Relocated <i>Out of Scope</i> section after <i>Understanding Workday PECL</i>.</li> <li>• Relocated <i>Resources</i> (new Confluence links) and <i>Troubleshooting WDTJE Errors</i> sections to an <i>Appendix</i></li> </ul> | Shekhar Chandra<br>Deepa Maddula<br>Saideshwar Palvai<br>Morné du Plessis<br>Carmen Wiedmann |          | 2500093084 |                  |
| 3.2c<br>Added disclaimer to Introduction                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Naveen Ganapathiraju                                                                         |          |            |                  |
| <p>3.2b</p> <ul style="list-style-type: none"> <li>• CORRECTION: Switch label DROP_HIRDATECHANGE is now DROP_HIREDATECHANGE</li> <li>• Disclaimer against PECL file modifications.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Patibandla Rao<br>Naveen Ganapathiraju<br>Carmen Wiedmann                                    |          |            |                  |

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| 3.2 <ul style="list-style-type: none"> <li>• Added a new pre-requisites section about Companies, Payroll Areas and Pay groups and moved the entire pre-requisites section earlier in the document.</li> <li>• Payslips, <ul style="list-style-type: none"> <li>• ExPR Interface updates</li> <li>• External Payroll Area updates</li> </ul> </li> <li>• New section "Action Reason for IT0001 Changes"</li> <li>• New switch "ACTIONREASON_IT0000"</li> <li>• Clarified how EDI data is stored</li> <li>• Exclude TW - IT6 Subtype 9J00.</li> <li>• The PICOF/PECI Single File Processor section now covers EDI files</li> <li>• Removed EDI Early adopter notes and EDI appendix.</li> <li>• Removed references to PICIF which is replaced by ExPR</li> </ul> | Krishnan Dakshinamurthy<br>Saideshwar Palvai<br>Naveen Ganapathiraju<br>Carmen Wiedmann |          | 2500074375 |                  |
| 3.1 <ul style="list-style-type: none"> <li>• Clarification about Cost Centers vs. Payroll Control Record.</li> <li>• Canadian Workers Compensation: WCB(CLGRP) Classification group logic</li> <li>• Infotype exclusion by employee group/subgroup</li> <li>• WD Payslip File routing fix for multiple SFTPs</li> <li>• IT0001-External Payroll Area in preparation for the upcoming Global Payroll Reconciliation feature.</li> <li>• New Constant DEFGBDEP_IT0006</li> <li>• New values for Switch DROP_HIREDATECHANGE and Switch DROP_TERMDATECHANGE</li> </ul>                                                                                                                                                                                             | Krishnan Dakshinamurthy<br>Saideshwar Palvai<br>Patibandla Rao                          |          | 2018747514 |                  |

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| 3.0 <ul style="list-style-type: none"> <li>IT709-Global Id Switch Setup</li> <li>Canadian Workers Compensation</li> <li>Control Record Early/Main Corrections</li> <li>EDI -Phase 2 changes and audience feedback</li> <li>ExPR -External Payroll Results</li> <li>GDMS IT7: 2 new Workday fields/defaults for GDMS.</li> <li>International Transfers when a type is NA</li> <li>IT0006: South Africa changed from PECI to WDEI</li> <li>National IDs: Romania</li> <li>OTPID- Configuration, Flow</li> <li>Percentage based Wage Type setup</li> <li>Temporary IA Transfers stop generating G2 records</li> </ul> | Arun Ravula<br>Carmen Wiedmann<br>Deepa Maddula<br>Krishnan Dakshinamurthy<br>Rao Patibandla<br>Rucha Kunturkar<br>Saideshwar Palvai<br>Sudharani Myana |          |            |                  |
| 2.9 Date types 1:n mapping, Reason in permanent international transfer, Defaulting Workers Classification Group-Percentage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Rucha Kunturkar                                                                                                                                         |          |            |                  |
| 2.8 EDI for Early adopter added                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Carmen Wiedmann                                                                                                                                         |          |            |                  |
| 2.7 Belgium, Switzerland and Argentina added,<br>Initial data load using Full Snapshot functionality added,<br>PA&OM Integration Switch, Manager link table enhancement, Default cost center currency                                                                                                                                                                                                                                                                                                                                                                                                              | Rucha Kunturkar<br>Shekhar Chandra                                                                                                                      |          |            |                  |
| 2.6 Korea and Sweden added, Block HIRE /TERM corrections or Rescinds creating additional actions, Rehire with New PERNR                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Rucha Kunturkar                                                                                                                                         |          |            |                  |
| 2.5 India-IT0589<br>LOA/RFL updates, Date alignment, IT0009- Deletion                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Saideshwar                                                                                                                                              |          |            |                  |
| 2.4 Percentage based allowance plans, IT0003 with Paythrough Date, Address and Name requirements for Mexico and Japan, ITS Setup tasks for MuleSoft                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Saideshwar                                                                                                                                              |          |            |                  |
| 2.3 NEW - Single File processor, Batch file processor, and Load balancing report                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Saideshwar                                                                                                                                              |          |            |                  |
| 2.2 Foundation Objects mapping utility, Deactivate G2 feature at country level for a client                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Saideshwar                                                                                                                                              |          |            |                  |

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| 2.1 Job Profile/Position, ESSU Switch, Events configuration, Form of address/Title, Foundation objects mapping utility, Type of Transfer field values Hong Kong – Company quarters | Saideshwar                                   |          |            |                  |
| 2.0 Brazil and Thailand added                                                                                                                                                      | Saideshwar                                   |          |            |                  |
| 1.9 Form of Address & Title<br>Region Of Birth<br>Distance in km. for FR & DE<br>Job Aid References                                                                                | Krishnan / Sai                               |          |            |                  |
| 1.8 International assignment<br>Multiple addresses<br>Job description in other languages                                                                                           | Stefania / Krishnan /<br>Saideshwar          |          |            |                  |
| 1.7 Batch Process recommendation                                                                                                                                                   | Saideshwar Palvai                            |          |            |                  |
| 1.6 Germany and USA updates -> Workers comp code / Address section                                                                                                                 | Saideshwar Palvai                            |          |            |                  |
| 1.5 Other Identifier                                                                                                                                                               | Saideshwar Palvai                            |          |            |                  |
| 1.4 Multiple Address usage types, Non-prorated amount                                                                                                                              | Saideshwar Palvai                            |          |            |                  |
| 1.3 Area Menu changes                                                                                                                                                              | Saideshwar Palvai                            |          |            |                  |
| 1.2 Benefits E&D and LOA/RFL -> GlobalView Processes                                                                                                                               | Saideshwar Palvai                            |          |            |                  |
| 1.1 IT0009 - Date management for GDMS countries.                                                                                                                                   | Krishnan Dakshinamurthy                      |          |            |                  |
| 1.0 First released version                                                                                                                                                         | Krishnan Dakshinamurthy<br>Saideshwar Palvai |          |            | As required.     |