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POI/TEMPMAST

Non-Employees in PeopleSoft HCM

In Legacy Interface

Technical Specification Document

**Revision:** 0.1

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# Revision History

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| 0.1 | 10/24/2016 | Cara Pointer, Dell | Initial document creation draft |
| 0.2 | 12/20/2016 | Surya Sobha, Dell | Added Technical Requirements on Section 3.0 |
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# Section 1.0 - Overview

## 1.1 Background

As part of the POI/TEMPMAST Non-Employees in PeopleSoft HCM project, the Legacy Interface between PeopleSoft HRMS and the AS400 Legacy system will need to be enhanced. The AS400 Legacy system needs to retain its image of non-employee data for Legacy application usage until those applications transfer off the AS400. The current PeopleSoft HRMS Legacy interface will add additional transactions as needed on both the PeopleSoft and Legacy sides to transfer non-employee information and have it stored in the current TEMPMAST data repository.

## 1.2 Objectives

The objectives of this effort are:

* Create new triggers where necessary to identify non-employee data that should be sent to Legacy.
* Create new trigger processing to send non-employee data transactions to Legacy.
* Create new Legacy transaction processing to update TEMPMAST with non-employee data.

**In Scope**

* The SQR zhri100a will be modified to process the non-employees trigger data to Legacy
* The SQCs – zhri101a, zhri102a, zhri104a, zhri105a, zhri107a, zhri109a would be modified to get and send only the required data for non-employees to Legacy

**Out of Scope**

# 

# Section 2.0 – Business Requirements

## 2.1 Current Business Process

The Legacy/AS 400 interface is running to send the data from PeopleSoft HCM to Legacy. Currently it sends only the data for the employees and it should now be capable of sending the non-employee data as well.

The EID for employees are also generated in the Legacy System and sends it to PeopleSoft through this interface.

There are Peoplecode to insert trigger data for the interface, new triggers should be added/modified for non-employees.

## 2.2 Future Business Process

Send the non-employee data to Legacy systems.

## 2.3 Business Functional Requirements

|  |  |  |
| --- | --- | --- |
| **Bus. Req. #** | **Requirement Description** | **Comments** |
| 1 | The zhri100a SQR should process and send data for both employee and non-employee to Legacy Systems |  |
| 2 | The EID generation to work for employees and non-employees |  |
| 3 | The Legacy Files 201a should be updated for Hire/Rehire data changes in PS |  |
| 4 | The Legacy Files 202a should be updated Term data changes in PS |  |
| 5 | The Legacy Files 205a should be updated for any changes in PS |  |
| 6 |  |  |
| 7 |  |  |
| 8 |  |  |
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| 10 |  |  |

# Section 3.0 – Technical Requirements

## 3.1 Technical Requirements

The main changes as part of TEMPMAST Legacy Interface would be the changes to the SQR – zhri100a and three new SQCs – zhri201a, zhri202a, and zhri205a.

SQR Changes --

**ZHR100a** will be modified to include the new SQL –Select for non-employees.

This SQL will be selecting data from table - ZHRT\_ALTTRIGGER, which is the new trigger table to hold Non-employees and Multiple EIDs for employees and non-employees.

The interface will also handle POIs to EMPs transfer separately.

ZHRT\_ALTRIGGER will have a similar structure of ZHRT\_INTTRIGGER plus the column to store the Index Number to identify the Multiple EIDs.

The Primary EID will always have the Index number as 0.

* A new procedure - ***Get-Trigger-Data-NonEmp*** should be added to select from ZHRT\_ALTTRIGGER, and all three new SQCs should be called from this proc for the non-employees and multiple EIDs
* Add a timestamp display, OPRID to the log files before the UNIX call command in the proc -***Call-System***
* A new procedure - ***Get-Trigger-Data-POI-EMP-Convert*** is used to identify if any EMP hires who are transfers from POIs and they are inactive as a POI, these cases are handled with a flag ‘W’ on the trigger table (ZHRT\_INTTRIGGER).
* When a term is sent over to Legacy, for a primary POI a new row with the timestamp is inserted into the record - PS\_ZHRT\_POI\_TERM
* When the hire (which will be a POI converted to an EMP) is sent to Legacy, it also inserts a row into PS\_ZHRT\_POI\_TERM with the timestamp, this data is used to delay the ERD process to be in sync with the App Sec.

SQC Changes --

Three new SQCs will be created -;

**Zhri201a** – to send the hire/rehire files to Legacy for non-employees and Multiple EIDs, this SQC will also deal with the EID creation.

**Zhri202a** – to send the term data to Legacy for non-employees and Multiple EIDs

**Zhri205a** – to send the changes for any personal data and profile changes of non-employees and Multiple EIDs

**Zhristdt** – Determines the hire/rehire date based on the Effdt of the POI/EMP

ZHRI201a – Below is the data layout for the Hire/Rehire to Legacy

The trigger Table proc\_name will be zhri201a for hire and zhri206a for rehire.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Input parameters** | | | | |
| **Field name** | **Description** | **Type** | **Len** | **PS Data Mapping** |
| $PUSERID | EID of employee doing hire/rehire | A | 5 | ZHRT\_ALTTRIGGER.OPRID |
| @EMPID | PSID number (PS Employee ID) | A | 9 | ZHRT\_PER\_POI\_TR .EMPLID |
| @PSINDEX | PSID index | A | 5 | ZHRT\_ALTTRIGGER.SEQUENCE |
| $PRGP | Group of current employee | A | 2 | ZHRT\_PER\_POI\_TR.ZHRF\_GRP\_NBR |
| $PBRN | Branch of current employee | A | 2 | ZHRT\_PER\_POI\_TR.ZHRF\_BRANCH |
| $PLAST | Lastname | A | 18 | PERSON\_NAME.LAST\_NAME |
| $PFIRST | firstname | A | 12 | PERSON\_NAME.FIRST\_NAME |
| $PMI | Middle initial | A | 1 | PERSON\_NAME.MIDDLE\_NAME |
| $PRNKNM | Nickname | A | 20 | ZHRT\_PER\_POI\_TR.EXPECTED\_END\_DT |
| $PRSEX | Gender code | A | 1 | PERS\_DATA\_EFFDT.SEX |
| $PEMPCYMD | Employee start date ccyymmdd | A |  | ZHRT\_PER\_POI\_TR.EFFDT (on the Hire/Rehire row) |
| $PDEPT | Department | A | 5 | ZHRT\_PER\_POI\_TR.DEPTID |
| $PPOS | Position code | A | 5 | Derived from the Custom Translate table |
| $PRESRC | Manager ID and Name (Resource) | A | 35 | ZHRT\_PER\_POI\_TR.MANAGER\_ID |
| RCITY | City Address (Password 2) | A | 17 | ZHRT\_PER\_POI\_TR.ZHRF\_PWORD\_2 |
| $PFLG | Hire/rehire flag H/R | A | 1 | Required: H or R |

Once PS sent the data, Legacy would check if the EID needs to be created or not based on the Hire/Rehire Flag.

If it is a Hire, the EID is created in Legacy and the next procedure in PS fetches the new EID from HR036P, with the help of Index Number.

If it is a primary EID, the Employee Cross Reference table (ZHRT\_EMPID\_CREF. ZHRF\_LEG\_EMPL\_ID) is updated with the new EID and for any other EIDs (with Index number other than 0) the source table for holding the multiple EIDs (ZHRR\_MULTPL\_EID.ZHRF\_LEG\_EMPL\_ID) is updated with the new EID.

ZHRI205a – Below is the data layout for the Changes file to Legacy

The trigger Table proc\_name will be zhri205a.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Input parameters** | | | | |
| **Field name** | **Description** | **Type** | **Len** | **PS Data Mapping** |
| $PUSERID | EID of employee doing the changes | A | 5 | ZHRT\_ALTTRIGGER.OPRID |
| $PEMP | EID of the Employee | A | 9 | ZHRT\_PER\_POI\_TR .EMPLID derived |
| $PRGP | Group of current employee | A | 2 | ZHRT\_PER\_POI\_TR.ZHRF\_GRP\_NBR |
| $PBRN | Branch of current employee | A | 2 | ZHRT\_PER\_POI\_TR.ZHRF\_BRANCH |
| $PLAST | Lastname | A | 18 | PERSON\_NAME.LAST\_NAME |
| $PFIRST | firstname | A | 12 | PERSON\_NAME.FIRST\_NAME |
| $PMI | Middle initial | A | 1 | PERSON\_NAME.MIDDLE\_NAME |
| $PRNKNM | Nickname | A | 20 | ZHRT\_PER\_POI\_TR.EXPECTED\_END\_DT |
| $PRSEX | Gender code | A | 1 | PERS\_DATA\_EFFDT.SEX |
| $PEMPCYMD | Employee start date ccyymmdd | A |  | ZHRT\_PER\_POI\_TR.EFFDT |
| $PDEPT | Department | A | 5 | ZHRT\_PER\_POI\_TR.DEPTID |
| $PPOS | Position code | A | 5 | Derived from the Custom Translate table |
| $PRESRC | Manager ID and Name (Resource) | A | 35 | ZHRT\_PER\_POI\_TR.MANAGER\_ID |
| RCITY | City Address (Password 2) | A | 17 | ZHRT\_PER\_POI\_TR.ZHRF\_PWORD\_2 |

ZHRI202a – Below is the data layout for the Term file to Legacy

The trigger Table proc\_name will be zhri202a.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Input parameters** | | | | |
| **Field name** | **Description** | **Type** | **Len** | **PS Data Mapping** |
| $PUSERID | EID of employee doing the Term | A | 5 | ZHRT\_ALTTRIGGER.OPRID |
| $PEMP | EID | A | 5 | ZHRT\_PER\_POI\_TR .EMPLID |
| $TERMDATE | Termination Date ccyymmdd | A | 8 | ZHRT\_PER\_POI\_TR.EFFDT ( Effdt of the max Inactive row) |

Object Changes –

New record created to insert the timestamp for a Term and Hire in case of a conversion from POI to EMP.

|  |  |  |
| --- | --- | --- |
| EMPLID | Char | Employee ID |
| PROC\_NAME | Char | Process Name |
| UPDATED\_DATETIME | DtTm | Last Updated |

PS\_ZHRT\_POI\_TERM –

# Section 4.0 - Assumptions/Constraints

## 4.1 Assumptions, Constraints and Dependencies

* The Legacy interface is able to maintain the TEMPMAST data based on the interface data.
* The Legacy will be handling the Index Number for new Non-emloyees and Multiple EIDs and existing Employee files will remain the same with no changes.

**Appendix A**

**<add appendices as needed>**