

Exact Synergy

# Database Manual

## HRM & Payroll

502

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# PREFACE

To provide a better service for making reports or integrated business solutions, Exact has started with describing the database model of Exact Globe Next and Exact Synergy. Since the Exact Globe Next product line and the Exact Synergy product line are based on the same database model, this manual is applicable to both product lines.

The documentation of the database model is intended for a consultant, who knows how Exact Globe Next or Exact Synergy works and has some knowledge about SQL database structures, but lacks sufficient knowledge and information about the Exact Globe Next or Exact Synergy database structure when making reports or integrated business solutions.

The following information will be provided for each table discussed:

1. A brief description of the purpose of the table

Most tables have a single purpose. Some tables have multiple purposes.

2. The fields of the table

What is stored in the field?

What this field is used for

3. The functionalities of the table

Some tables have multiple purposes. Per table, the different functionalities (if available) are described.

4. The technical specifications of the fields in the table

This information can be useful in making reports or business solutions.

5. Standard SQL queries

With some standard SQL queries, it will be easy to retrieve the most commonly used data. The standard SQL queries supplied can also be used as the basis for extended or specific SQL queries used in reports and business solutions.

This manual will cover the main HRM database tables and Payroll database table. The database tables described in this manual are based on the latest product update. It is Exact Software's intention to keep the documentation up to date with the latest developments.

# 1. INTRODUCTION

Human resources play an important role within the applications of Exact Software. Together with machines, they are the most important resource type. In order to realize the correct registration of a human resource, several database tables are used to register the human resources and all resource related data. The following HRM tables and functionalities will be described in this document:

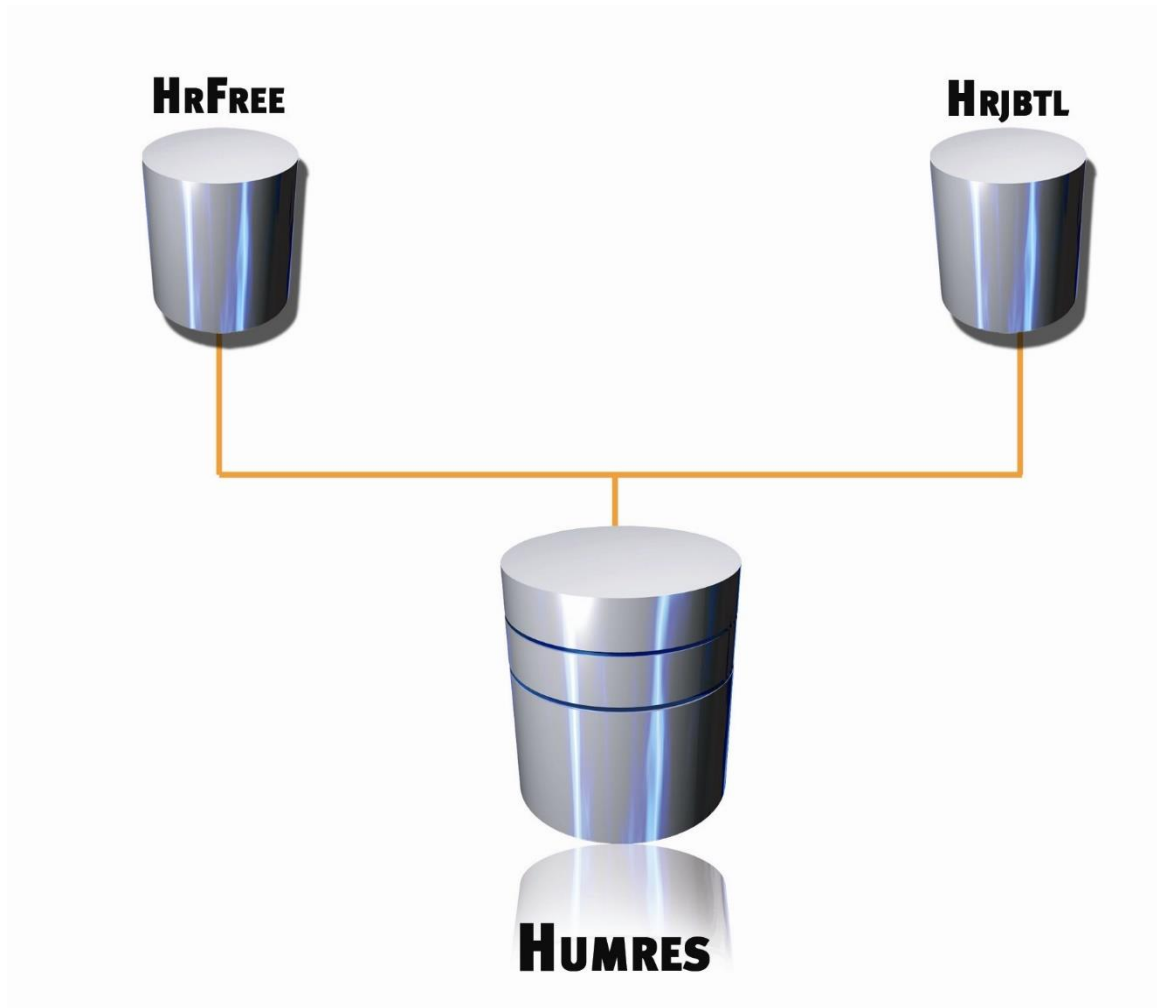
- **Humres** — This table stores the actual human resource data.
- **HrFree** — This table stores the component groups, job groups, job activities and scales.
- **Hrjbt1** — This table stores the job titles.
- **AbsenceEntitlement** — This table stores the absences entitlement.
- **Public Holidays** — This table stores different types of public holidays.
- **WorkSchedules** — This table stores different types of work schedules.

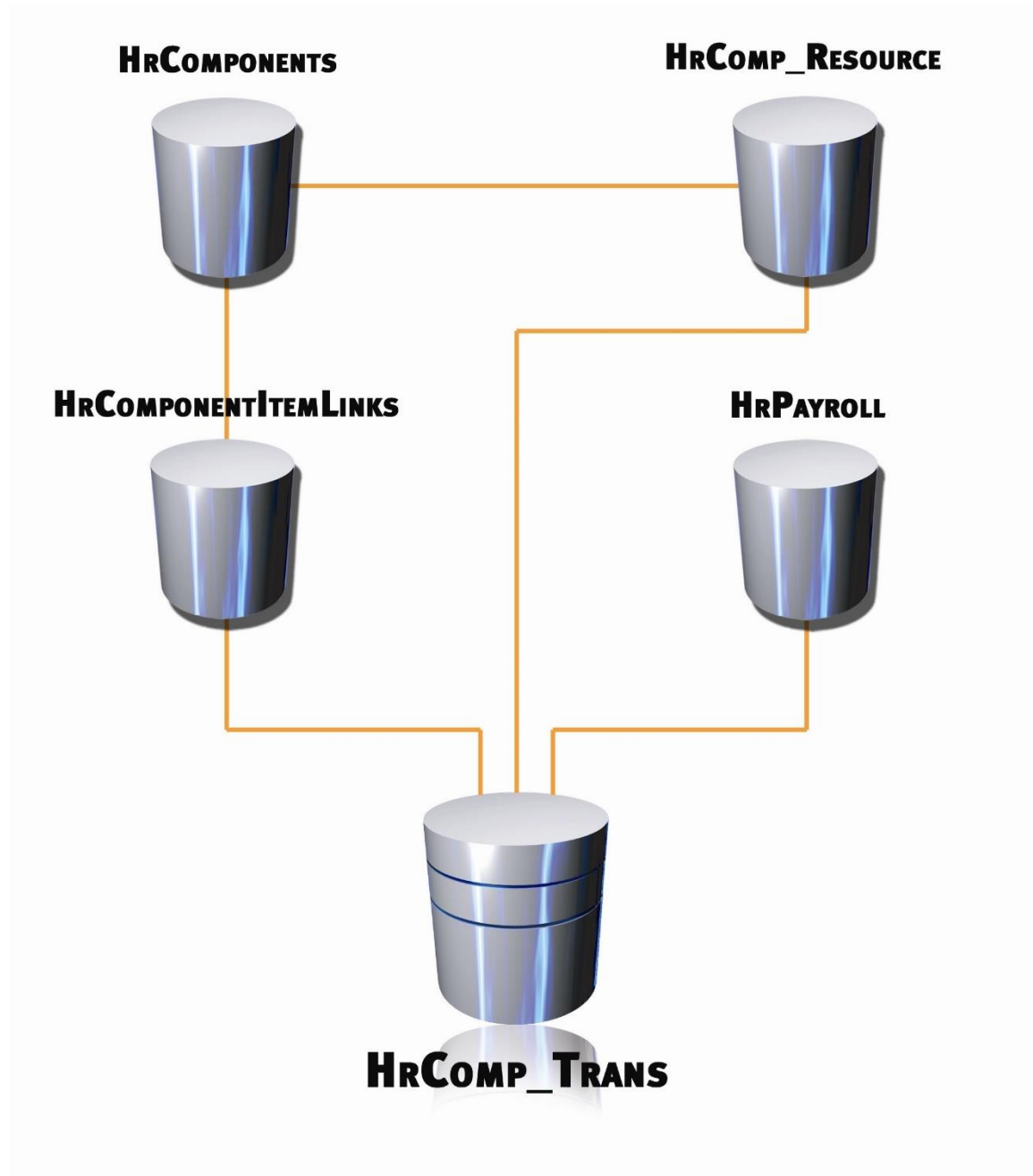
The information pertaining to human resources is the basis of payroll processing as employees hired by a company will be paid wages in various ways. Therefore, database tables are also made available to store the various payroll related data that are linked to the HRM database tables. Understanding the payroll process enables a clearer view of the usage of the database tables. The payroll process can be divided into the following steps:

1. Create payroll components
6. Define payroll settings per resource
7. Link components to resources with resource specific data
8. Start the payroll calculation (by generating and calculating the payroll entries)
9. Approve the calculated payroll entries (only for Exact Globe Next and if defined in the settings)
10. Process the payroll calculation (which will create the financial transactions and the outstanding items)
11. Make the payroll payments via Cash Flow
12. Create official reports to third parties (if applicable)

This documentation will describe the Payroll database tables that are used in the first six steps (excluding the financial transactions). The following Payroll database tables will be described:

- **HrComponents** — Components
- **HrComp\_Resource** — Resource specific components
- **HrComp\_Trans** — Payroll transactions
- **HrComponentItemLinks** — Component item links
- **HrPayroll** — Resource payroll settings







## 2. HUMRES – RESOURCES

### 2.1 GENERAL DESCRIPTION

The [Humres] table is the central table for all HRM-related information. The [Humres] table stores the organizational and personal details of all resources. A resource in this context means employees (including contractors, students and temporary staff), applicants and reseller's contact persons.

The type of resource is identified by the value stored in the [Humres.Emp\_stat] field.

The [Humres] table is also used to validate users:

- In Exact Globe Next, when a user attempts to log in, his user name is first validated against known user ID's (the [Humres.Usr\_ID] field) in the [Humres] table. If a match is found, the system then checks to see if the user is allowed to access the database (field [Humres.BackOfficeBlocked] field).
- In Exact Synergy, when a user attempts to log in, his user name is first validated against known user ID's (the [Humres.Usr\_ID] field) in the [Humres] table. If a match is found, the system then checks to see if the user has the appropriate security level (the [Humres.Job\_Level] field) and has not been denied access (the [Humres.Blocked] field). The system then directs the user to either the employee portal or the reseller portal, based on the security level of the resource.

Note that payroll information is not stored in the [Humres] table. For more information about this, see the Payroll Database Documentation.

The [Humres] table stores several entities:

- Applicants
- Vacancies
- Employees
- Contact persons of partners which have portal access
- Contact persons of customers which have portal access

## 2.2 HUMRES FIELD DETAILS

### **Absent** – Out of office

The [Humres.Absent] field indicates if the resource is absent. The value “1” indicates that the resource is absent. The value “0” indicates that the resource is present.

#### **Note:**

If a request with the option “out of office” marked is created for a resource, the value in the [Humres.Absent] field will be changed by the HRM background job.

### **Addr\_no** – Address number

The [Humres.Addr\_no] field stores the house number of the resource’s private address.

### **Addr\_xtra** – Suffix

The [Humres.Addr\_xtra] field stores the suffix of the resource’s private address.

### **AdjustedHireDate** – Adjusted Hire Date

The [Humres.AdjustedHireDate] field stores the adjusted hire date by minus the amount of time off with the actual hire date. Adjusted Hire Date is needed by HR because of things layoff and rehire, and the Family Leave Act in the US that allows employees to take time off without pay. Most companies will not include this time in seniority calculations for benefit programs. Thus, they adjust the actual hire date by the amount of time off and enter in the adjusted hire date. They then calculate any seniority based benefit plan on the adjusted hire date.

#### **Note:**

The availability of this field depends on the country-specific legislation.

### **Adres1** – Address 1

The [Humres.Adres1] field stores the first line of address details of the resource’s private address.

### **Adres2** – Address 2

The [Humres.Adres2] field stores the second line of address details of the resource’s private address.

### **Adv\_Code** – Processed flag

The [Humres.Adv\_Code] field indicates if a resource is already been set to inactive by the HRM background job. The HRM background job will automatically set the status of a resource to inactive if necessary. The HRM background job will only take resources into account where the [Humres.Adv\_Code] field is “0”. The [Humres.Adv\_Code] field can store one of the following values:

Value	Description
Null	New record before execution of the background job
N	The NT account has been created
C	The Exchange Mailbox has been created
P	Exit processed

**Affix – Suffix title**

The [Humres.Affix] field stores the suffix title of the name of the resource. The user can select one of the values (like “Baron”, “Baronesse”, “Erbprinz”, etc.) that are predefined by law in Germany. These values are used on declarations to social security offices.

**Note:**

The availability of this field depends on the country-specific legislation and is needed for the DUEV certification.

**ApplicationStage – Vacancy Application Stage**

The [Humres.ApplicationStage] field stores Application status or rather stages of a vacancy.

**AnnualSalary – Annual salary**

The [Humres.AnnualSalary] field stores the annual salary of the employee with Payroll Plus license role.

**Note:**

The [Humres.AnnualSalary] field is only applicable to the Exact Payroll Plus solution.

**Assistant – Assistant**

The [Humres.Assistant] field stores the ID of the assistant of the resource. The [Humres.Assistant] field refers to the [Humres.Res\_ID] field.

**AttachmentID – Attachment ID**

The [Humres.AttachmentID] field stores the ID of the document attached to the attachment type that is stored in the [Humres.AttachmentType] field. The attached document serves as reference for extra information about vacancy on the applicant card.

**Note:**

Currently the [Humres.AttachmentID] field is used in Exact Synergy.

**AttachmentType – Attachment type**

The [Humres.AttachmentType] field stores the type of attachment or reference for extra information about vacancy on the applicant card. The [Humres.AttachmentType] field can store one of the following values:

Value	Description
L	Local newspaper
N	National newspaper
O	Other references

**Note:**

Currently the [Humres.AttachmentType] field is used in Exact Synergy.

**BackOfficeBlocked – Blocked for back office**

The [Humres.BackOfficeBlocked] field indicates if the resource has access to Exact Globe Next system. The value “1” indicates that the user is blocked. The value “0” indicates that the user has access rights.

**Bankac\_0** – Bank account number 1 (default)

The [Humres.Bankac\_0] field stores the first bank account number of the resource. In Exact Globe Next, the [Humres.Bankac\_0] field stores the bank account number that is defined as the default bank account number of the resource. In Exact Synergy the [Humres.Bankac\_0] field stores the bank account number that is defined as the first bank account. The [Humres.Bankac\_0] field can only be filled if the [Humres.Crdnr] field is filled for the resource. The [Humres.Bankac\_0] field refers to the [Bnkacc.Banknr] field and the [Bnkkop.Bank\_rek] field.

**Bankac\_1** – Bank account number 2

The [Humres.Bankac\_1] field stores the second bank account number of the resource. In Exact Globe Next, the [Humres.Bankac\_1] field is filled when a second bank account number is imported with the import of resource data via XML.

In Exact Synergy the [Humres.Bankac\_1] field stores the bank account number that is defined as the second bank account. The [Humres.Bankac\_1] field refers to the [Bnkacc.Banknr] field and the [Bnkkop.Bank\_rek] field.

**BankingLimit** – Payment limit

The [Humres.BankingLimit] field is not used.

**Birth\_Affix** – Birth name suffix title

The [Humres.Birth\_Affix] field stores the suffix title of the birth name of the resource.

The user can select one of the values (like “Baron”, “Baronesse”, “Erbprinz”, etc.) that are predefined by law in Germany. These values are used on declarations to social security offices.

**Note:**

The availability of this field depends on the country-specific legislation and is needed for the DUEV certification.

**Birth\_Prefix** – Birth name prefix

The [Humres.Birth\_Prefix] field stores the prefix of the birth name of the resource. The user can select one of the values (like “Von”, “Von der”, “Auf dem”, etc.) that are predefined by law in Germany. These values are used on declarations to social security offices.

**Note:**

The availability of this field depends on the country-specific legislation and is needed for the DUEV certification.

**Blocked** – Blocked

The [Humres.Blocked] field indicates if the resource has access to Exact Synergy system. The value “1” indicates that the user is blocked. The value “0” indicates that the user has access rights.

**BTW\_Nummer** – VAT number

The [Humres.BTW\_Nummer] field stores the NIT code. It is a code which can be assimilated to a VAT number.

**Note:**

The availability of this field depends on the country-specific legislation.

**Buyer – Buyer**

The [Humres.Buyer] field indicates if the resource is a purchase agent or not. The value “0” indicates that the resource is not a purchase agent. The value “1” indicates that the resource is a purchase agent. The [Humres.Buyer] field is updated when the purchase agent role is assigned to or removed from a resource.

**Note:**

The [Humres.Buyer] field is only used in Exact Globe Next.

**ChildBirthDate1 – Date of birth child 1**

The [Humres.ChildBirthDate1] field is not used.

**ChildBirthDate2 – Date of birth child 2**

The [Humres.ChildBirthDate2] field is not used.

**ChildBirthDate3 – Date of birth child 3**

The [Humres.ChildBirthDate3] field is not used.

**ChildBirthDate4 – Date of birth child 4**

The [Humres.ChildBirthDate4] field is not used.

**ChildBirthDate5 – Date of birth child 5**

The [Humres.ChildBirthDate5] field is not used.

**ChildName1 – Name child 1**

The [Humres.ChildName1] field is not used.

**ChildName2 – Name child 2**

The [Humres.ChildName2] field is not used.

**ChildName3 – Name child 3**

The [Humres.ChildName3] field is not used.

**ChildName4 – Name child 4**

The [Humres.ChildName4] field is not used.

**ChildName5 – Name child 5**

The [Humres.ChildName5] field is not used.

**Classification – Classification**

The [Humres.Classification] field stores the user-definable classification.

**Note:**

The availability of this field depends on the country-specific legislation

**Cmp\_wnn – Account Guid**

The [Humres.Cmp\_wnn] field stores the unique identifier value (Guid) of the account to whom the resource is linked. This value is automatically generated when a contact person of an account is granted portal access to Exact Synergy. Depending on the type of resource (the [Humres.Emp\_Type] field), the [Humres.Cmp\_wnn] field refers to a reseller/supplier or a customer. The user cannot change this field.

**Comp – Division**

The [Humres.Comp] field stores the division to which the resource belongs. The [Humres.Comp] field refers to the [Bedryf.Bednr] field.

**Cont\_End\_Date – Contract end date**

The [Humres.Cont\_End\_Date] field stores the contract end date of the resource. The contract end date is the last day of employment as specific in the employment contract. This is different from the departure date (the [Humres.Ldatuitdienst] field).

**CostCenter – Cost center**

The [Humres.CostCenter] field stores the cost center of the resource. The cost center of a resource must be linked to the division of the resource. The [Humres.CostCenter] field refers to the [Kstpl.KstplCode] field.

**CrCard\_expd – Credit card expiry date**

The [Humres.CrCard\_expd] field is not used.

**CrCard\_no – Credit card number**

The [Humres.CrCard\_no] field is not used.

**CrCard\_Type – Credit card type**

The [Humres.CrCard\_Type] field is not used.

**Crdrnr – Creditor number**

The [Humres.Crdrnr] field stores the creditor number linked to the resource. The [Humres.Crdrnr] field refers to the [Cicmpy.Crdrnr] field (where the [Humres.Comp] field is equal to the [Cicmpy.Administration] field).

**DateOfDead – Date of death**

The [Humres.DateOfDeath] field stores the date of death of the person.

**Division – Division**

The [Humres.Division] field stores the division code. The [Humres.Division] field stores the numeric value of the [Bedryf.Bednr] field. The [Humres.Division] field is added for future functionality.

**Email – E-mail address**

The [Humres.Email] field stores the personal e-mail address of the resource.

**Emp\_stat** – Employee status

The [Humres.Emp\_stat] field stores the employment status of the resource. The status is automatically set depending on the employment start date and contract end date of the resource. The [Humres.Emp\_stat] field refers to the [ResourceStatus.Status] field. The [Humres.Emp\_stat] field can store one of the following values:

Value	Description	Resource type	Remark
A	Active	A, C, E, K, R, S, T, V	Start date < Today and Contract end date > Today or NULL
F	Fulfilled	V	
H	Hired	A, E	Start date > Today
I	Inactive	A, C, E, R, S, T, V	Contract end date < Today
R	Rejected	A, V	Application is rejected
B	To be approved		

**Note:**

The employee status will be set via the HRM background job for the “Active” and “Inactive” status, depending on the [Humres.Ldatindienst] and the [Humres.Ldatuitdienst] fields.

**Emp\_statd** – Employee status date

The [Humres.Emp\_statd] field is not used.

**Emp\_Type** – Employee type

The [Humres.Emp\_Type] field indicates the type of the resource. The [Humres.Emp\_Type] field refers to the [ResourceTypes.Type] field. The [Humres.Emp\_Type] field can store one of the following values:

Value	Description	Remark
A	Applicant	
C	Contractor	
E	Employee	
K	Customer	Used in Exact Synergy only. The [Humres.Job_level] field is “1”.
R	Partner	Used in Exact Synergy only. The [Humres.Job_level] field is “2”.
S	Student	
T	Temporary	
V	Vacancy	The [Humres.FullName] is filled with “Vacancy”.

**Extra\_Code** – Extra code

The [Humres.Extra\_Code] field is not used.

**Extra\_Text** – Extra text

The [Humres.Extra\_Text] field is not used.

**Exttar** – External rate

The [Humres.Extar] field is not used.

**Faxnr** – Fax number

The [Humres.Faxnr] field stores the office fax number of the resource.

**First\_Name** – First name

The [Humres.First\_Name] field stores the first name of the resource.

**FreeField1** – Free field 1

The [Humres.FreeField1] field stores information that does not correspond to any set value. Free field 1 is the first of 20 free fields that store such data. Users can enter any information in the free fields.

**Note:**

The free fields are available for employees (so where the [Humres.Emp\_Type] field is “E”, “C”, “S” or “T”). In Exact Synergy, the free fields are only available when a free field is activated by defining a label for the free field. In Exact Globe Next the free fields are always available.

**FreeField2** – Free field 2

The [Humres.FreeField2] field stores information that does not correspond to any set value. Free field 2 is the second of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField3** – Free field 3

The [Humres.FreeField3] field stores information that does not correspond to any set value. Free field 3 is the third of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField4** – Free field 4

The [Humres.FreeField4] field stores information that does not correspond to any set value. Free field 4 is the fourth of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField5** – Free field 5

The [Humres.FreeField5] field stores information that does not correspond to any set value. Free field 5 is the fifth of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField6** – Free field 6

The [Humres.FreeField6] field stores information that does not correspond to any set value. Free field 6 is the sixth of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField7** – Free field 7

The [Humres.FreeField7] field stores information that does not correspond to any set value. Free field 7 is the seventh of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField8** – Free field 8

The [Humres.FreeField8] field stores information that does not correspond to any set value. Free field 8 is the eighth of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField9** – Free field 9

The [Humres.FreeField9] field stores information that does not correspond to any set value. Free field 9 is the ninth of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField10** – Free field 10

The [Humres.FreeField10] field stores information that does not correspond to any set value. Free field 10 is the tenth of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField11** – Free field 11

The [Humres.FreeField11] field stores information that does not correspond to any set value. Free field 11 is the eleventh of 20 free fields that store such data. Users can enter any information in the free fields.



**FreeField12 – Free field 12**

The [Humres.FreeField12] field stores information that does not correspond to any set value. Free field 12 is the twelfth of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField13 – Free field 13**

The [Humres.FreeField13] field stores information that does not correspond to any set value. Free field 13 is the thirteenth of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField14 – Free field 14**

The [Humres.FreeField14] field stores information that does not correspond to any set value. Free field 14 is the fourteenth of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField15 – Free field 15**

The [Humres.FreeField15] field stores information that does not correspond to any set value. Free field 15 is the fifteenth of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField16 – Free field 16**

The [Humres.FreeField16] field stores information that does not correspond to any set value. Free field 16 is the sixteenth of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField17 – Free field 17**

The [Humres.FreeField17] field stores information that does not correspond to any set value. Free field 17 is the seventeenth of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField18 – Free field 18**

The [Humres.FreeField18] field stores information that does not correspond to any set value. Free field 18 is the eighteenth of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField19 – Free field 19**

The [Humres.FreeField19] field stores information that does not correspond to any set value. Free field 19 is the nineteenth of 20 free fields that store such data. Users can enter any information in the free fields.

**FreeField20 – Free field 20**

The [Humres.FreeField20] field stores information that does not correspond to any set value. Free field 20 is the twentieth of 20 free fields that store such data. Users can enter any information in the free fields.

**Fte – FTE**

The [Humres.Fte] field stores the Full Time Equivalent (FTE) rate. A resource working the same hours as the division's working hours will have an FTE value of 1.00. This field is used when granting absence entitlements. The FTE must be equal to or less than 1.

**FullName – Full name**

The [Humres.FullName] field stores the full name of the resource. The full name is derived by concatenating the values of the first name ([Humres.FirstName]), the middle name ([Humres.Middle\_Name]), the last name ([Humres.LastName]) and the maiden name ([Humres.Maiden\_Name]).

**FuncNivo** – Previous rating

The [Humres.FuncNivo] field stores the previous performance rating of a resource. The values in this field can be “A”, “B”, “C”, “D” or “E”.

**Geb\_Idat** – Date of birth

The [Humres.Geb\_Idat] field stores the date of birth of the resource.

**Geb\_pl** – Place of birth

The [Humres.Geb\_pl] field stores the place of birth of the resource.

**HomePageURL** – Homepage

The [Humres.HomePageURL] field stores the URL of the main page of a website for which link to a vacancy or applicant. Typically, the homepage serves as an index or table of contents to other documents stored at the site.

**Note:**

Currently the [Humres.HomePageURL] field is used in Exact Synergy.

**ID** – ID

The [Humres.ID] field stores the system generated database record identification number. This field is not functionally used.

**Identiteit** – Identity

The [Humres.Identiteit] field is not used.

**Initialen** – Initials

The [Humres.Initialen] field stores the initials of the resource.

**Internetac** – ISP account

The [Humres.Internetac] field stores the Internet Service Provider (ISP) account of the resource. It is only used in Exact Synergy.

**InternetURL** – Internet

The [Humres.InternetURL] field stores the URL of a resource or file available on the internet for which link to a vacancy or applicant. Internet is an electronic network of computers that includes nearly every university, government, and research facility in the world. Also included are many commercial sites.

**Note:**

Currently the [Humres.InternetURL] field is used in Exact Synergy.

**Inttar** – Internal rate

The [Humres.Inttar] field stores the internal rate of the resource.

**Note:**

The [Humres.Inttar] field is only used in Exact Globe Next.

**InvoiceLimit** – Sales invoice limit

The [Humres.InvoiceLimit] field stores the limit up to which the resource can approve sales invoices.

**ISO\_Taalcd** – ISO language

The [Humres.ISO\_Taalcd] field stores the ISO code of the language of the resource. The [Humres.ISO\_Taalcd] field refers to the [Taal.TaalCode] field.

**IsPersonalAccount** – Personal account

The [Humres.IsPersonalAccount] field indicates if the resource makes use of a personal account.

**Note:**

The availability of this field depends on the country-specific legislation.

**ItemCode** – Item code

The [Humres.ItemCode] field stores the item code that is linked to the resource as hour item. The sales price of this hour item will be used in invoice proposals. With this item code it is possible to use a rate per resource in projects. The [Humres.ItemCode] field refers to the [Items.ItemCode] field.

**Job\_Level** – Security level

The [Humres.Job\_Level] field stores the security level of the resource. The [Humres.Job\_Level] field can store one of the following values:

Value	Remark
0	Public
1	Customer
2	Customer specific
3	Partner
4	Partner specific
10 - higher	Internal user

**Job\_Title** – Job title

The [Humres.Job\_Title] field stores the job title of the resource. The [Humres.Job\_Title] field refers to the [Hrjbtl.Job\_Title] field.

**JobCategory** – Job category

The [Humres.JobCategory] field stores the user-definable job category.

**Note:**

The availability of this field depends on the country-specific legislation.

**Kamer** – Room

The [Humres.Kamer] field stores the office room number of the resource.

**Kstdr\_Code** – Cost unit

The [Humres.Kstdr\_Code] field stores the code of the cost unit to which the resource is linked. The [Humres.Kstdr\_Code] field refers to the [Kstdr.KstdrCode] field.

**Land\_ISO** – ISO country

The [Humres.Land\_ISO] field stores the ISO country code of the personal address of the resource. The [Humres.Land\_ISO] field refers to the [Land.LandCode] field.

**Land\_ISO2** – Country of origin

The [Humres.Land\_ISO2] field stores the ISO country code of the place of birth of the resource. It is only used in German legislation. The [Humres.Land\_ISO2] field refers to the [Land.LandCode] field.

**Note:**

The availability of this field depends on the country-specific legislation.

**Ldatindienst** – Employment start date

The [Humres.Ldatindienst] field stores the start date of the employment of the resource.

**Ldatuitdienst** – Departure date

The [Humres.Ldatuitdienst] field stores the departure date. The departure date is the date on which a resource physically leaves the company. It can be earlier than the contract end date. The HRM Background job processes all inactive resources based on the departure date.

**Loc** – Location

The [Humres.Loc] field stores the physical location of the resource. The physical location can differ from the contractual location (the [Humres.MainLoc] field). The [Humres.Loc] field refers to the [Hrloc.Loc] field.

**Maiden\_Name** – Maiden name

The [Humres.Maiden\_Name] stores the maiden (birth) name of the resource.

**Mail** – e-mail

The [Humres.Mail] field stores the office e-mail address of the resource. In Exact Synergy, the domain portion of the e-mail address is validated against the list of valid domains entered in the HRM settings. If the domain is valid, the e-mail account of the resource will be updated by the HRM background job in the Microsoft Exchange list of e-mail addresses. This only happens if the Exact Synergy setting 'Create Exchange Mailbox' is active.

**MainLoc** – Main location

The [Humres.MainLoc] field stores the contractual location of the resource. The contractual location is used to associate public holidays to a resource. The contractual location can differ from the physical location (the [Humres.Loc] field). The [Humres.MainLoc] field refers to the [Hrloc.Loc] field.

**Mar\_Date** – Date marital status

The [Humres.Mar\_Date] field stores the date of the current marital status of the resource. The [Humres.Mar\_Date] field is only filled when the [Humres.Mar\_stat] has the value "L", "M" or "W".

**Mar\_stat** – Marital state

The [Humres.Mar\_stat] field stores the marital state of a resource. The [Humres.Mar\_stat] field can store one of the following values:

Value	Description
D	Divorced
L	Living together
M	Married
S	Single
W	Widowed

**Middle\_Name** – Middle name

The [Humres.Middle\_Name] field stores the middle name of a resource.

**Note:**

The availability of this field depends on the country-specific legislation.

**Mobile\_Short** – Mobile shortcut

The [Humres.Mobile\_Short] field stores the extension of the office mobile telephone number of the resource.

**MSNID** – MSN ID

The [Humres.MSNID] field stores the MSN ID of the resource. The [Humres.MSNID] field is used to start a Windows messenger or MSN messenger conversation.

**Note:**

The [Humres.MSNID] field is only used in Exact Synergy.

**Mv1** – Gender

The [Humres.Mv1] field stores the gender of the resource. The [Humres.Mv1] field can store one of the following values:

Value	Description
M	Male
O	Unknown
V	Female

**Nat** – Nationality

The [Humres.Nat] field stores the nationality of the resource. The [Humres.Nat] field refers to the [Land.LandCode] field.

**Notes** – Notes

The [Humres.Notes] field stores the notes of an applicant or vacancy. This note field can be used for a note or for an applicant to cut & paste his/her resume into this notes field. When an applicant applies for a job from the public web-site, there is no possibility for an applicant to attach a document (with a resume). When an applicant is hired and changes to a resource, the content of the notes field will automatically be created as a document in the [BacoDiscussion] table which is the central document table. The [Humres.Notes] field refers to the [Notes.ID] field.

**OfficialName** – Official name

The [Humres.OfficialName] field stores the name of the person for official communication.

**OldNTFullName** – Old NT full name

The [Humres.OldNTFullName] field stores the Windows user name for each resource. In the event that the resource subsequently changes his/her name, the system will use this initial name to trace the resource to update other information when required. Without this field, the system would not be able to match resources in Exact Synergy to Windows Active Directory users, because user full names are used as keys in Active Directory.

**ParentID** – Master resource

The [Humres.ParentID] field stores the ID of the lead applicant for which an applicant is merged to. The [Humres.ParentID] field refers to the [Humres.Res\_ID] field.

The [Humres.ParentID] field is to support search and merge duplicate applicants in recruitment management.

**Note:**

Currently the [Humres.ParentID] field is used in Exact Synergy.

**Partner** – Partner

The [Humres.Partner] field stores the ID of the resource who fulfilled the vacancy. The [Humres.Partner] field is only available for vacancies (so where the [Humres.Emp\_Type] field = "V").

**PartnerBirthDate** – Date of birth partner

The [Humres.PartnerBirthDate] field is not used.

**Payempl** – Payroll employee

The [Humres.Payempl] field indicates if the resource is used in e-Payroll. The value "1" indicates that the resource is used in e-Payroll; the value "0" indicates the resource is not used in e-Payroll. The [Humres.Payempl] field will automatically be set to "1" when payroll data is created for the resource (after checking if the birth date is filled and if a creditor code is linked to the resource). Upon saving payroll data, the application will trigger to auto-generate a creditor code to this resource (if not already linked) and the [Humres.Payempl] field will be set to 1.

**Picture** – Picture

The [Humres.Picture] field stores the binary format of the picture linked to the resource.

**PictureFileName** – Picture file name

The [Humres.PictureFileName] field stores the name of file that is linked to the resource as picture [Humres.Picture]. In Exact Globe Next, the full path of the file name is stored in this field.

**PictureThumbnail** – Picture thumbnail

The [Humres.PictureThumbnail] field stores the picture thumbnail that is linked to the resource.

**PictureThumbnailFilename** – Picture thumbnail file name

The [Humres.PictureThumbnailFilename] field stores the name of the file of the picture thumbnail that is linked to the resource.

**PortalCreator** – Portal Creator

The [Humres.PortalCreator] field stores the resource ID that grants or revokes the portal access of a contact person. All contact persons who have been granted portal access, will have a record created in [HUMRES] table.

**Note:**

NT Account will be created or deleted according to the actions of portal access being granted or revoked.

**Postcode** – Postal code

The [Humres.Postcode] field stores the postal code of the personal address of the resource.

**Prafd\_Code** – Department code

The [Humres.Prafd\_Code] field is not used.

**PredCode** – Title

The [Humres.PredCode] field stores the title of the resource. The user can select a title from a list of titles that can be maintained by the user. The title stored in the [Humres.PredCode] field is used as the salutation of the resource. The [Humres.PredCode] field refers to the [Pred.PredCode] field.

**PredCode2** – Second title

The [Humres.PredCode2] field stores the free definable title of the resource. The user can fill this field with any value. Contrary to the [Humres.PredCode] field, the [Humres.PredCode2] field should be used to store titles like academic titles that can be used on declarations.

**Note:**

The availability of this field depends on the country-specific legislation and is needed for the DUEV certification.

**Prefix** – Prefix

The [Humres.Prefix] field stores the prefix of the name of the resource. The user can select one of the values (like “Von”, “Von der”, “Auf dem”, etc.) that are predefined by law in Germany. These values are used on declarations to social security offices.

**Note:**

The availability of this field depends on the country-specific legislation and is needed for the DUEV certification.

**Prob\_endd** – End date probationary period

The [Humres.Prob\_endd] field stores the end date of the probationary period of the resource. The [Humres.Prob\_endd] field must lie behind the employment start date (the [Humres.Ldatindienst] field) and before or equal to the employment end date (the [Humres.Ldatuitdienst] field). The [Humres.Prob\_endd] field is default filled with a date that is the result of the [Humres.Prob\_per] field and the [Humres.Prob\_pert] field.

**Prob\_per** – Probationary period

The [Humres.Prob\_per] field stores the number of periods of the probation of the resource. The number of periods in combination with the type of period (the [Humres.Prob\_pert] field) will supply the default value of the end date of the probationary period (the [Humres.Prob\_endd] field).

**Prob\_pert** – Probationary period type

The [Humres.Prob\_pert] field stores the type of period. The [Humres.Prob\_pert] field can store one of the following values:

Value	Description
D	Days
M	Months
W	Weeks
Y	Years

**ProcessedByBackgroundJob** – Processed by background job

The [Humres.ProcessedByBackgroundJob] field indicates if the background job (Hrbgjobs) has created or deleted an NT account for the resource. The [Humres.ProcessedByBackgroundJob] field is also used to indicate whether the password of a resource is going to be reset. The [Humres.ProcessedByBackgroundJob] field can store one of the following values:

Value	Description
0	The NT account has not yet been created (for a new resource) or is deleted (for example for an inactive resource).
1	The NT account has been created or the password of the resource is reset.
2	The password of the resource will be reset.

**Projempl** – Project employee

The [Humres.Projempl] field is not used.

**Pur\_Limit** – Purchase limit

The [Humres.Pur\_Limit] field stores the limit up to which the resource can approve purchase orders.



**Race – Race**

The [Humres.Race] field stores the race of the resource. It is only used in U.S.A., Vietnamese, Singaporean and South African legislation. The [Humres.Race] field can store one of the following values:

Legislation	Value	Description
SG	A	Chinese
SG	B	Indian
SG	C	Malay
SG	D	Eurasian
SG	E	Others
US	A	Asian
US	AI	American Indian
US	AN	Alaskan Native
US	B	Black
US	H	Hispanic
US	O	Others
US	PI	Pacific Islander
US	W	White
VN	A	Kinh
VN	B	Thai
VN	C	Kho'me
VN	D	Muong
VN	E	H'Mong
VN	F	Tay
VN	G	Van Kieu
VN	H	Cham
VN	I	Hoa
VN	J	Dao
VN	K	Bana
VN	L	E'de
VN	M	Others
ZA	A	Black
ZA	B	White
ZA	C	Colored
ZA	D	Indian
ZA	F	Others

**Note:**

The availability of this field depends on the country-specific legislation.

**Rating – Rating**

The [Humres.Rating] field stores the current performance rating of a resource. The [Humres.Rating] field can store one of the following values: "A", "B", "C", "D" or "E".

**Reason\_Resign – Reason end of employment**

The [Humres.Reason\_Resign] field stores the reason of the end of the employment of the resource. The [Humres.Reason\_Resign] field can only be filled if the [Humres.Ldatuitdienst] field is filled.

**Representative** – Representative

The [Humres.Representative] field indicates if the resource has been assigned the predefined representative role. The value “1” indicates the resource has the representative role. The value “0” indicates the resource does not have the representative role.

**Repto\_ID** – Manager

The [Humres.Repto\_ID] field stores the ID of the manager of the resource. The [Humres.Repto\_ID] field refers to the [Humres.Res\_ID] field.

**Res\_ID** – Resource ID

The [Humres.Res\_ID] field stores the main identifying code for the resource. The [Humres.Res\_ID] field is the reference field for almost all tables that need a reference to the [Humres] table. The user can fill this field manually.

**Note:**

For some tables (like the [Orkrg] table), the reference to the [Humres] table is the [Humres.Usr\_ID] field.

**RMALimit** – RMA limit

The [Humres.RMALimit] field stores the limit up to which the resource can approve Return to Merchant Authorization (RMA) orders.

**SalesLimit** – Sales order limit

The [Humres.Sales\_Limit] field stores the limit up to which the resource can approve sales orders or service orders.

**Scale** – Job level

The [Humres.Scale] field stores the job level of the resource. The value that can be selected depends on the job title of the resource (the [Humres.Job\_Title] field) and has to lie between the minimum ([Hrjbtl.Scalemin]) and maximum ([Hrjbtl.Scalemax]) job level of the job title ([Hrjbtl.Job\_Title]).

**Signature** – Signature

The [Humres.Signature] field stores the binary format of the signature linked to the resource. The signature can be used for printing electronic in mailing, checks, reminders, letters, etc.

**SignatureFile** – Signature file name

The [Humres.SignatureFile] field stores the name of file that is linked to the resource as signature [Humres.Signature]. In Exact Globe Next, the full path of the file name is stored in this field.

**SipURI** – Session Initiation Protocol Uniform Resource Identifier

The [Humres.SIPURI] field stores the Session Initiation Protocol (SIP) address of the resource. The SIP value allows the integration of Office Communications Server (OCS) in Exact Synergy.

**SkypeID** – Skype ID

The [Humres.SkypeID] field stores the Skype ID of the resource.

**Note:**

The [Humres.SkypeID] field is only used in Exact Synergy.

**Slip\_Tekst** – Payroll slip text

The [Humres.Slip\_Tekst] field is not used.

**Socsec\_nr** – Social security number

The [Humres.Socsec\_nr] field stores the social security number of the resource. In the Netherlands, a validation is used to verify the number. A value with X's is considered to be valid.

**StateCode** – State code

The [Humres.StateCode] field stores the code of the state of the personal address of the resource. The [Humres.StateCode] field refers to the [AddressStates.StateCode] field (where the [Humres.Land\_ISO] field is equal to the [AddressStates.CountryCode] field).

**Sur\_Name** – Surname

The [Humres.Sur\_Name] field stores the surname of the resource.

**SynchronizeExchange** – Synchronize MS Exchange calendar

The [Humres.SynchronizeExchange] field indicates if the MS Exchange calendar of the resource should be synchronized with the workflow of the resource. The value "1" indicates that the MS Exchange calendar should be synchronized. The value "0" indicates that the MS Exchange calendar should not be synchronized. When the MS Exchange calendar is synchronized, the system will periodically compare the MS Exchange calendar of the resource with the workflow and create "Appointment" requests for items marked as "Busy" in the MS Exchange calendar (if not already created).

**Note:**

The [Humres.SynchronizeExchange] field is only used in Exact Synergy.

**Syscreated** – Created date and time

The [Humres.Syscreated] field stores the date and time that the resource has been created.

**Syscreator** – Creator

The [Humres.Syscreator] field stores the resource who created the resource data. The [Humres.Syscreator] field refers to the [Humres.Res\_ID] field.

**SysGuid** – SysGuid

The [Humres.SysGuid] field stores a unique identifier and is used for technical reasons only. It has no functional meaning. The system populates this field for all resources.

**Sysmodified** – Modified date and time

The [Humres.Sysmodified] field stores the date and time that the resource data was last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [Humres.Sysmodifier] field stores the resource who last modified the resource data. Initially, this field contains the creator as is stored in the [Humres.Syscreator] field. The [Humres.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Task** – Focus

The [Humres.Task] field stores the focus of the resource.

**Telnr\_prv** – Private telephone number

The [Humres.Telnr\_prv] field stores the private telephone number of the resource.

**Telnr\_prv2** – Private mobile telephone number

The [Humres.Telnr\_prv2] field stores the private mobile telephone number of the resource.

**Telnr\_Werk** – Office telephone number

The [Humres.Telnr\_Werk] field stores the office telephone number of the resource.

**Telnr\_Werk2** – Office mobile telephone number

The [Humres.Telnr\_Werk2] field stores the office mobile telephone number of the resource.

**Timestamp** – Timestamp

The [Humres.Timestamp] field is a technical field, which the SQL server triggers. The timestamp sorts the resources in created or changed order. The system assigns a new timestamp for each new record and updates the timestamp of the changed records. The system uses the timestamp for replication.

**TimeZone** – Time zone

The [Humres.TimeZone] field stores the time zone of the resource. The [Humres.TimeZone] field refers to the [TimeZones.ID] field.

**Note:**

The [Humres.TimeZone] field is only used in Exact Synergy.

**Toestel** – Telephone extention

The [Humres.Toestel] field stores the extention of the office telephone number of the resource.

**Uitk\_Code** – Social benefit authority

The [Humres.Uitk\_Code] field is not used.

**UserGroup** – User group

The [Humres.UserGroup] field is not used.

**UserLicenseType** – User license type

The [Humres.UserLicenseType] field stores the license type for the resource. The [Humres.UserLicenseType] field can store one of the following values:

Value	Description
0	Free user
1	ESS user
10	CRM user
11	CRM user + ESS user
100	Professional user

**Usr\_ID** – User ID

The [Humres.Usr\_ID] field stores the second identifying code for the resource. The [Humres.Usr\_ID] field is used to determine whether a user has access to Exact Globe Next or Exact Synergy. The system will compare the user's web login name with the value in the [Humres.Usr\_ID] field; the [Humres.Usr\_ID] field must contain a valid MS Windows user name for the corresponding domain.

**Usr\_ID2** – Secure user ID

The [Humres.Usr\_ID2] field stores the secure user ID of the resource. This field is used to meet the regulations of the Food and Drug Administration (FDA) for securing approval of documents. For the FDA it is not allowed that the [Humres.Usr\_ID] field is used for this purpose. The secure user ID must be a valid MS Windows user name for the corresponding domain. The [Humres.Usr\_ID2] field cannot be populated with the same value as the [Humres.Usr\_ID] field. If the document type is defined to use a secure approval (the [BacoDiscussionsFixedTypes.Sec\_ap\_Use] field has the value “1”), the [Humres.Usr\_ID2] field will be used to check if the user has rights to approve the document.

**Note:**

The [Humres.Usr\_ID2] field is only used in Exact Synergy.

**VacancyQuantity** – Vacancy quantity

The [Humres.VacancyQuantity] field stores the number of employments for a vacancy. The [Humres.VacancyQuantity] field is to support multiple employments per vacancy in recruitment management.

**Note:**

Currently the [Humres.VacancyQuantity] field is used in Exact Synergy.

**VacancyStartDate** – Vacancy Start Date

The [Humres.VacancyStartDate] field stores the starting date of vacancy.

**VacancyType** – Vacancy Type

The [Humres.VacancyType] field stores the vacancy type created. The [Humres.VacancyType] field can store one of the following values:

Value	Description
I	Internal (Default)
E	External
B	Both

**ValCode** – Currency code

The [Humres.ValCode] field is not used.

**Woonpl** – City

The [Humres.Woonpl] field stores the city of the private address of the resource.

**Workstat** – Workstation

The [Humres.Workstat] field is not used.

**Workstat\_addr** – Workstation IP address

The [Humres.Workstat\_addr] field stores the IP address of the workstation of the resource.

## 3. HRFREE – HRM FREE TABLE

### 3.1 INTRODUCTION

The [HrFree] table is used for HRM related entities. Those entities are distinguished by the [HrFree.FileType] field:

Value	Description
CG	Component group
JG	Job group
VG	Job activities
SC	Scales

**Job group:** A job group is linked to job titles. It is used to group different job titles together, to make a horizontal grouping in the jobtitles.

**Job activity:** A job activity is linked to job titles. It is used to show the main activity of the job, to make a vertical grouping in the jobtitles.

**Component group:** A component group is used to group a group of payroll components so they can be linked in one go to a resource.

**Scales:** Scales can be used to divide the payroll resources into different salary scales.

Since all these functionalities use the [HrFree] fields differently, this table will be described per functionality. If a field is not used by a specific functionality, it will not be mentioned in that functionality's section.

### 3.2 HRFREE: COMPONENT GROUP

#### 3.2.1 General description

One of the functions of the [HrFree] table is to store the payroll component groups.

Component groups are used to group different payroll components so they can be linked to a resource in 1 action.

#### 3.2.2 HrFree: Component group field details

##### **Descr60** – Description

The [HrFree.Descr60] field stores the description of the component group.

##### **Division** – Division

The [HrFree.Division] field stores the division code. The [HrFree.Division] field stores the numeric value of the [Bedryf.Bednr] field. The [HrFree.Division] field is added for future functionality.

**DocID** – Document ID

The [HrFree.DocID] field stores the component group's Attachment. The [HrFree.DocID] field refers to the [BacoDiscussions.ID] field.

**FileType** – Type

The [HrFree.FileType] field stores the code for the sort of data that is stored in the [HrFree] table. The code for component group is "CG". The [HrFree.FileType] field can store one of the following values:

Value	Description
CG	Component group
JG	Job group
VG	Job activities
SC	Scales

**ID** – ID

The [HrFree.ID] field stores the system generated database record identification number. This is the field that is used to refer from other tables to the [HrFree] table.

**Notes** – Notes

The [HrFree.Notes] field stores the ID of the record in the [Notes] table where the component group's note is stored. The [HrFree.Notes] field refers to the [Notes.ID] field.

**RecKey** – Code

The [HrFree.RecKey] field stores the identification code of the component group. The [HrFree.RecKey] field in combination with the [HrFree.FileType] needs to be unique.

**Syscreated** – Created date and time

The [HrFree.Syscreated] field stores the date and time that the component group has been created.

**Syscreator** – Creator

The [HrFree.Syscreator] field stores the resource who created the component group. The [HrFree.Syscreator] field refers to the [Humres.Res\_ID] field.

**SysGuid** – SysGuid

The [HrFree.SysGuid] field stores the Guid field generated by the system upon creation of the component group.

**Sysmodified** – Modified date and time

The [HrFree.Sysmodified] field stores the date and time that the component group was last modified.

**Sysmodifier** – Modifier

The [HrFree.Sysmodifier] field stores the resource who last modified the component group. Initially, this field contains the creator as is stored in the [HrFree.Sysmodifier.Syscreator] field. The [HrFree.Sysmodifier.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [HrFree.Timestamp] field stores a system generated timestamp. The timestamp field is regenerated upon every change in the component group. This field is mainly used for replication purposes.

## 3.3 HRFREE: JOB GROUP

### 3.3.1 General description

One of the functions of the [HrFree] table is to store the job groups. Job groups are used to group job activities and job titles that are closely related.

### 3.3.2 HrFree: Job group field details

#### **Descr60** – Description

The [HrFree.Descr60] field stores the description of the job group.

#### **Division** – Division

The [HrFree.Division] field stores the division code. The [HrFree.Division] field stores the numeric value of the [Bedryf.Bednr] field. The [HrFree.Division] field is added for future functionality.

#### **DocID** – Document ID

The [HrFree.DocID] field stores the ID of the document that is linked to the job group.

The [HrFree.DocID] field refers to the [BacoDiscussions.ID] field.

#### **FileType** – Type

The [HrFree.FileType] field stores the code for the sort of data that is stored in the [HrFree] table. The code for job group is “JG”. The [HrFree.FileType] field can store one of the following values:

Value	Description
CG	Component group
JG	Job group
VG	Job activities
SC	Scales

#### **HrGroup** – Level 2

The [HrFree.HrGroup] field stores the ID of the secondary job group, the secondary job group is used to link 2 job groups together that have common attributes. The [HrFree.HrGroup] field refers to the [HrFree.ReckKey] field where the [HrFree.FileType] = “JG”.

#### **ID** – ID

The [HrFree.ID] field stores the system generated database record identification number. This is the field that is used to refer from other tables to the [HrFree] table.

#### **Notes** – Notes

The [HrFree.Notes] field stores the ID of the record in the [Notes] table where the component group's note is stored. The [HrFree.Notes] field refers to the [Notes.ID] field.

#### **RecKey** – Code

The [HrFree.ReckKey] field stores the identification code of the component group. The [HrFree.ReckKey] field in combination with the [HrFree.FileType] needs to be unique.

#### **Syscreated** – Created date and time

The [HrFree.Syscreated] field stores the date and time that the job group has been created.

#### **Syscreator** – Creator

The [HrFree.Syscreator] field stores the resource who created the job group. The [HrFree.Syscreator] field refers to the [Humres.Res\_ID] field.



**SysGuid** – SysGuid

The [HrFree.SysGuid] field stores the Guid field generated by the system upon creation of the job group.

**Sysmodified** – Modified date and time

The [HrFree.Sysmodified] field stores the date and time that the job group was last modified. Initially, this field contains the creation date.

**Sysmodifier** – Sysmodifier

The [HrFree.Sysmodifier] field stores the resource who last modified the job group. Initially, this field contains the creator as is stored in the [HrFree.Syscreator] field. The [HrFree.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [HrFree.Timestamp] field stores a system generated timestamp. The timestamp field is regenerated upon every change in the job group. This field is mainly used for replication purposes.

## 3.4 HRFREE: JOB ACTIVITIES

### 3.4.1 General description

One of the functions of the [HrFree] table is to store the job activities. The job activities are all the activities that are performed by resources within the company.

For each job activity a selection of the most suitable competencies can be selected out of a set of 13.

### 3.4.2 HrFree: Job activities field details

#### **Competency1** – Competency 1

The [HrFree.Competency1] field stores the first of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

#### **Competency2** – Competency 2

The [HrFree.Competency2] field stores the second of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

#### **Competency3** – Competency 3

The [HrFree.Competency3] field stores the third of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

#### **Competency4** – Competency 4

The [HrFree.Competency4] field stores the fourth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

#### **Competency5** – Competency 5

The [HrFree.Competency5] field stores the fifth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

#### **Competency6** – Competency 6

The [HrFree.Competency6] field stores the sixth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

#### **Competency7** – Competency 7

The [HrFree.Competency7] field stores the seventh of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

#### **Competency8** – Competency 8

The [HrFree.Competency8] field stores the eighth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

#### **Competency9** – Competency 9

The [HrFree.Competency9] field stores the ninth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

**Competency10 – Competency 10**

The [HrFree.Competency10] field stores the tenth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

**Competency11 – Competency 11**

The [HrFree.Competency11] field stores the eleventh of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

**Competency12 – Competency 12**

The [HrFree.Competency12] field stores the twelfth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

**Competency13 – Competency 13**

The [HrFree.Competency13] field stores the thirteenth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

**Descr60 – Description**

The [HrFree.Descr60] field stores the description of the job activity.

**Division – Division**

The [HrFree.Division] field stores the division code. The [HrFree.Division] field stores the numeric value of the [Bedryf.Bednr] field. The [HrFree.Division] field is added for future functionality.

**DocID – Document ID**

The [HrFree.DocID] field stores the ID of the document that is linked to the job activity.  
The [HrFree.DocID] field refers to the [BacoDiscussions.ID] field.

**FileType – Type**

The [HrFree.FileType] field stores the code for the sort of data that is stored in the [HrFree] table. The code for job activities is “VG”. The [HrFree.FileType] field can store one of the following values:

Value	Description
CG	Component group
JG	Job group
VG	Job activities
SC	Scales

**ID – ID**

The [HrFree.ID] field stores the system generated database record identification number. This is the field that is used to refer from other tables to the [HrFree] table.

**JobGroup – Job group**

The [HrFree.JobGroup] field stores the code of the job group the job activity belongs to. The [HrFree.JobGroup] field refers to the [HrFree.ReckKey] field where the [HrFree.filetype] = “JG”.

**Notes – Notes**

The [HrFree.Notes] field stores the ID of the record in the [Notes] table where the job activity's note is stored. The [HrFree.Notes] field refers to the [Notes.ID] field.

**RecKey – Code**

The [HrFree.ReckKey] field stores the identification code of the job activity. The [HrFree.ReckKey] field in combination with the [HrFree.filetype] needs to be unique.

**Syscreated** – Created date and time

The [HrFree.Syscreated] field stores the date and time that the job activities has been created.

**Syscreator** – Creator

The [HrFree.Syscreator] field stores the ID of the resource that created the job activities. The [HrFree.Syscreator] field refers to the [Humres.Res\_ID] field.

**SysGuid** – SysGuid

The [HrFree.SysGuid] field stores the Guid field generated by the system upon creation of the job activities.

**Sysmodified** – Modified date and time

The [HrFree.Sysmodified] field stores the date and time that the job activities was last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [HrFree.Sysmodifier] field stores the resource who last modified the job activities. Initially, this field contains the creator as is stored in the [HrFree.Syscreator] field. The [HrFree.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [HrFree.Timestamp] field stores a system generated timestamp. The timestamp field is regenerated upon every change in the job activities. This field is mainly used for replication purposes.

## 3.5 HRFREE: SCALES

### 3.5.1 General description

One of the functions of the [HrFree] table is to store the payroll component scales. The scales can be used to divide the payroll resources into different salary scales.

### 3.5.2 HrFree: Scales field details

#### **Descr60** – Description

The [HrFree.Descr60] field stores the description of the salary scale.

#### **Division** – Division

The [HrFree.Division] field stores the division code. The [HrFree.Division] field stores the numeric value of the [Bedryf.Bednr] field. The [HrFree.Division] field is added for future functionality.

#### **DocID** – Document ID

The [HrFree.DocID] field stores the ID of the document that is linked to the salary scale. The [HrFree.DocID] field refers to the [BacoDiscussions.ID] field.

#### **FileType** – Type

The [HrFree.filetype] field stores the code for the sort of data that is stored in the [HrFree] table. The code for component scales is “SC”. The [HrFree.FileType] field can store one of the following values:

Value	Description
CG	Component group
JG	Job group
VG	Job activities
SC	Scales

#### **ID** – ID

The [HrFree.ID] field stores the system generated database record identification number. This is the field that is used to refer from other tables to the [HrFree] table.

#### **Notes** – Notes

The [HrFree.Notes] field stores the ID of the record in the [Notes] table where the job activity's note is stored. The [HrFree.Notes] field refers to the [Notes.ID] field.

#### **RecKey** – Code

The [HrFree.RecKey] field stores the identification code of the scale. The [HrFree.RecKey] field in combination with the [HrFree.filetype] needs to be unique.

#### **Syscreated** – Created date and time

The [HrFree.Syscreated] field stores the date and time that the scales has been created.

#### **Syscreator** – Creator

The [HrFree.Syscreator] field stores the ID of the resource that created the scales. The [HrFree.Syscreator] field refers to the [Humres.Res\_ID] field.

#### **SysGuid** – SysGuid

The [HrFree.SysGuid] field stores the Guid field generated by the system upon creation of the scales.

#### **Sysmodified** – Modified date and time

The [HrFree.Sysmodified] field stores the date and time that the scales was last modified. Initially, this field contains the creation date.

**Sysmodifier** – Sysmodifier

The [HrFree.Sysmodifier] field stores the resource who last modified the scales. Initially, this field contains the creator as is stored in the [HrFree.Syscreator] field. The [HrFree.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [HrFree.Timestamp] field stores a system generated timestamp. The timestamp field is regenerated upon every change in the scales. This field is mainly used for replication purposes.

## 4. HRCOMPANYPERIODS – PERIOD CLOSING

### 4.1 GENERAL DESCRIPTION

The [HRCompanyPeriods] table stores the closed periods for a division (not the closed period of a financial year) in Exact Synergy. Users are able to close periods manually if the 'Calculation – Entitlements: Automatically' setting is not set to 'Division: All'. The period closing process is irreversible.

**Note:**

Closing a period for a division will cause the following functions to be performed:

1. Monthly vacation entitlements for the selected period will be calculated for all resources in the selected division.
2. Full time equivalents (FTEs) for each cost center in the selected division will be calculated and updated into the Exact Synergy Financials budget scenarios as actual amount.

### 4.2 HRCOMPANYPERIODS FIELD DETAILS

**CompanyCode** – Division

The [HRCompanyPeriods.CompanyCode] field stores the company code of the company for which the closed period is valid. The [HRCompanyPeriods.CompanyCode] field refers to the [Bedryf.Bednr] field.

**Division** – Division

The [HRCompanyPeriods.Division] field stores the division code of the division for which the closed period is valid. The [HRCompanyPeriods.Division] field stores the numeric value of the [Bedryf.Bednr] field. This field is not used yet. It is added for future functionality.

**FinPeriod** – Period

The [HRCompanyPeriods.FinPeriod] field stores the closed period.

**FinYear** – Year

The [HRCompanyPeriods.FinYear] field stores the financial year of the closed period.

**ID** – ID

The [HRCompanyPeriods.ID] field stores the system generated database record identification number. This field is not functionally used.

**Status** – Status

The [HRCompanyPeriods.Status] field stores the status of the period. The value '1' indicates that the period has been closed for period closing page.

**Syscreated** – Created date and time The [HRCompanyPeriods.Syscreated] field stores the date and time that the closed period has been created.

**Syscreator** – Creator

The [HRCompanyPeriods.Syscreator] field stores the ID of the resource who created the closed period. The [HRCompanyPeriods.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified** – Modified date and time

The [HRCompanyPeriods.Sysmodified] field stores the date and time that the closed period was last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [HRCompanyPeriods.Sysmodifier] field stores the ID of the resource who last modified the closed period. Initially, this field contains the creator as is stored in the [HRCompanyPeriods.Syscreator] field. The [HRCompanyPeriods.Sysmodifier] field refers to the [Humres.Res\_ID] field.



## 5. HRJBTl – JOB TITLES

### 5.1 GENERAL DESCRIPTION

The [Hrjbt] table stores the job titles. With each job title, also job title related defaults and restriction values are stored.

### 5.2 HRJBTl FIELD DETAILS

**Beroep\_cd** – Profession codes

The [Hrjbt.Beroep\_cd] field is not used.

**Code\_fnc** – Position code

The [Hrjbt.Code\_fnc] field stores the payroll function code. This function code can be used within payroll to distinguish groups of resources.

**Del\_doc\_Name** – Document

The [Hrjbt.Del\_doc\_Name] field is not used.

**Del\_doc\_Path** – Document path

The [Hrjbt.Del\_doc\_Path] field is not used.

**Descr50** – Description

The [Hrjbt.Descr50] field stores the description of the job title.

**Division** – Division

The [Hrjbt.Division] field stores the division code. The [Hrjbt.Division] field stores the numeric value of the [Bedryf.Bednr] field. The [Hrjbt.Division] field is added for future functionality.

**DocID** – Document ID

The [Hrjbt.DocID] field stores the ID of the document that is linked to the job title.

The [Hrjbt.DocID] field refers to the [BacoDiscussions.ID] field.

**Exttar** – External rate

The [Hrjbt.Exttar] field stores the external rate used for job costing purposes within the E-Job Costing package.

**ID** – ID

The [Hrjbt.ID] field stores the system generated database record identification number. This field is not functionally used.

**Inttar** – Internal rate

The [Hrjbt.Inttar] field stores the internal rate used for job costing purposes within the E- Job Costing package.

**Job\_grp** – Job group

The [Hrjbt.Job\_grp] field stores the code of the job group to which the job title belongs. The [Hrjbt.Job\_grp] field refers to the [HrFree.ReckKey] field where the [HrFree.filetype] field='JG'.

**Job\_Level** – Job level

The [Hrjbtl.Job\_Level] field stores the default job level for a resource with this job title.

**Job\_Title** – Job title

The [Hrjbtl.Job\_Title] field stores the identifying code of the job title. This is the field that is used to refer from other tables to the [Hrjbtl] table.

**Kmrteint** – Internal travel rate

The [Hrjbtl.Kmrteint] field is not used.

**Notes** – Notes

The [Hrjbtl.Notes] field stores the ID of the record in the [Notes] table where the job title's note is stored. The [Hrjbtl.Notes] field refers to the [Notes.ID] field.

**Prodpcct** – Productive percentage

The [Hrjbtl.Prodpcct] field is not used.

**Productiv** – Productive

The [Hrjbtl.Productiv] field indicates for which type of person the job title is created.

This could be for a HRM resource or for a CRM contact person. The value "1" indicates that the job title is used in CRM. The value "0" indicates it is used in HRM.

**RoleID** – RoleID

The [Hrjbtl.RoleID] field is not used.

**RoleLevel** – RoleLevel

The [Hrjbtl.RoleLevel] field is not used.

**ScaleMax** – Maximum scale

The [Hrjbtl.ScaleMax] field stores the maximum job level for a resource with this job title.

**ScaleMin** – Minimum scale

The [Hrjbtl.ScaleMin] field stores the minimal job level for a resource with this job title.

**SchaalCode** – Scale codes

The [Hrjbtl.SchaalCode] field is not used.

**Schaalsrt** – Scale types

The [Hrjbtl.Schaalsrt] field is not used.

**Syscreated** – Created date and time

The [Hrjbtl.Syscreated] field stores the date and time that the job titles has been created.

**Syscreator** – Creator

The [Hrjbtl.Syscreator] field stores the ID of the resource that created the job titles. The [Hrjbtl.Syscreator] field refers to the [Humres.Res\_ID] field.

**SysGuid** – SysGuid

The [Hrjbtl.SysGuid] field stores the Guid field generated by the system upon creation of the job titles.

**Sysmodified** – Modified date and time

The [Hrjbtl.Sysmodified] field stores the date and time that the job titles was last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [Hrjbtl.Sysmodifier] field stores the resource who last modified the job titles. Initially, this field contains the creator as is stored in the [Hrjbtl.Syscreator] field. The [Hrjbtl.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [Hrjbtl.Timestamp] field stores a system generated timestamp. The timestamp field is regenerated upon every change in the job titles. This field is mainly used for replication purposes.

**Vert\_grp** – Vertical group

The [Hrjbtl.Vert\_grp] field stores the code of the job activity to which the job title belongs. The [Hrjbtl.Vert\_grp] field refers to the [HrFree.Reckey] field where the [HrFree.filetype] field='VG'.

**Wkcp\_Risk** – Workers' compensation risk code

The [Hrjbtl.Wkcp\_Risk] field is not used.

**Xdefratelv** – Rate level

The [Hrjbtl.Xdefratelv] field is not used.

## 6. HRMAINFINT – MAIN FINANCIAL COMPONENT TYPES

### 6.1 GENERAL DESCRIPTION

The [HRMainFint] table stores the main financial component types of the financial components stored in the [Hrfint] table.

### 6.2 HRMAINFINT FIELD DETAILS

**Description** – Component type

The [HRMainFint.Description] field stores the user defined description of the main financial component type.

**Division** – Division

The [HRMainFint.Division] field stores the division code. This field is not used yet. It is added for future functionality.

**GraphColor** – Color

The [HRMainFint.GraphColor] field stores the color code of the main financial component type.

**ID** – Code

The [HRMainFint.ID] field stores the user defined main financial component code.

**ViewOrder** – Order

The [HRMainFint.ViewOrder] field stores the order sequence number of the main financial component type.

## 7. HRFIN – FINANCIAL DATA

### 7.1 GENERAL DESCRIPTION

The [Hrfin] table stores employees' current financial components. Each financial component attached to the employee will be stored as a separate record.

The [Hrfin] table is linked to [Humres] table via the human resource ID field, [Humres.Res\_ID].

### 7.2 HRFIN FIELD DETAILS

#### **Comp\_type** – Component type

The [Hrfin.Comp\_type] field stores the financial component code that makes up the employee's financial data. Only an existing financial component code that exists in the financial component table, [Hrfint] can be used. The [Hrfin.Comp\_type] field refers to the [Hrfint.Comp\_type].

#### **Division** – Division

The [Hrfin.Division] field stores the division code. The [Hrfin.Division] field refers to the [Bedryf.Division] field. This field is not functionally used at this moment.

#### **Employee\_amt** – Employee amount

The [Hrfin.Employee\_amt] field stores the amount that the employee is contributing for the financial component. This field is only available if the financial component type has been defined as a 'Deduction' in maintain financial component task (where [Hrfint.Fingroup] has the value 'D').

#### **Employer\_amt** – Employer amount

The [Hrfin.Employer\_amt] field stores the amount that the employer pays or contributes towards the employee for the allowance or deduction specified. This amount is used for reporting purposes in the Quick inquiry financial overview and the Graphical display of financial components after it has been converted to a monthly figure.

#### **Note:**

Refer to [Hrfin.Pay\_period] field for details on how the amount is converted to a monthly figure.

#### **End\_date** – End date

The [Hrfin.End\_date] field stores the end date that all the employee's financial components are valid.

#### **Note:**

A default of the employee's end date (termination date) as entered in Maintain employee, General tab will be displayed. This date cannot be greater than the end date in Maintain employees, General tab.

**Gn – Gross/Net**

The [Hrfin.Gn] field stores a value that indicates how the financial component is entered, whether it is gross or net and whether it is a fixed or variable amount. When a new financial component is added for the employee, the default displayed for this field is taken from the financial component gross/net field ([Hrfint.Gn]) defined in maintain financial component task. Only valid values are displayed in the browser provided.

**Hours – Hours**

The [Hrfin.Hours] field is not functionally used.

**ID – ID**

The [Hrfin.ID] field stores the system generated database record identification number. This field is not functionally used.

**Line – Line number**

The [Hrfin.Line] field stores the sequence number of this record. This field together with the [Hrfin.Res\_id] field makes up the compound key of this entity.

**Notes – Notes**

The [Hrfin.Notes] field stores the comments on the individual financial components in Exact Synergy. It is not used in Exact Globe Next.

**Pay\_period – Payment period**

The [Hrfin.Pay\_period] field stores the payment frequency of the employee's financial component. It indicates how often the component is paid/deducted to/from the employee. When a new financial component is added for the employee, the default displayed for this field is taken from the financial component payment period, [Hrfint.pay\_period] field defined in the Maintain financial component task. Valid values can be found in the browser provided for this field in the Financial tab of the Maintain employees task.

**Note:**

The [Hrfin.Pay\_period] field is used in the Quick inquiry financial overview and the Graphical display of financial components to convert the amount to a monthly figure by using one of the formulas outlined below:

- Weekly = amount x 52/12
- Quarterly = amount / 3
- Half-yearly = amount / 6
- Yearly = amount / 12
- Bi-weekly = amount x 52/2/12
- 4-weekly = amount x 52/4/12
- Daily, Hourly and Monthly amounts will be added to the figure as is.

**Pay\_type – Payment type**

The [Hrfin.Pay\_type] field stores a value that indicates whether the payment of the financial component is a positive or negative figure. This field is not used in Exact Globe Next.

**Res\_id – Resource ID**

The [Hrfin.Res\_id] field stores the employee number (also known as the human resource ID) that the employee's financial component relates to. This field is automatically updated when a financial component is added to the employee. The [Hrfin.Res\_ID] field refers to the [Humres.Res\_ID] field.

**Start\_date** – Start date

The [Hrfin.Start\_date] field stores the date that the employee's financial components are valid from. The employee's start date (as entered in the General tab in Maintain employees) is used as the default when a new employee is created. Every time the employment start date is changed, this date will be changed as well. This start date applies to all the financial components that are attached to the employee.

**Syscreated** – Created date and time

The [Hrfin.Syscreated] field stores the date and time the employee's financial component was created.

**Syscreator** – Creator

The [Hrfin.Syscreator] field stores the creator ID of the employee's financial component. The [Hrfin.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysguid** – Sysguid

The [Hrfin.Sysguid] field stores the Guid generated by the system upon creation of the employee's financial component. It has no functional meaning.

**Sysmodified** – Modified date and time

The [Hrfin.Sysmodified] field stores the date and time the employee's financial component were last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [Hrfin.Sysmodifier] field stores the resource that last modified the employee's financial component. Initially, this field contains the creator as is stored in the [Hrfin.Syscreator] field. The [Hrfin.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [Hrfin.Timestamp] field stores the date and time the employee's financial component was created.

**Valcode** – Currency code

The [Hrfin.Valcode] field stores the currency code used for the employee's financial component. The [Hrfin.Valcode] field refers to the [Valuta.Valcode] field.

## 8. HRFINT – FINANCIAL COMPONENT

### 8.1 GENERAL DESCRIPTION

The [Hrfint] table stores all the financial component types, which together build up the complete salary structure of an employee.

The financial component created must either be an allowance or a deduction. If it is a deduction, the party that is going to pay for this component must be indicated (it could be that both the employer and employee are contributing for the deduction). Allowances are always paid by the employer.

### 8.2 HRFINT FIELD DETAILS

#### **Comp\_type** – Component type

The [Hrfint.Comp\_type] field stores unique financial component code that is used to identify the component. Maximum length of the code is 4 characters. This code is used to select valid financial components in the task Maintain employees, financial tab.

#### **Country** – Country

The [Hrfint.Country] field stores the country code of the financial component type. The [Hrfint.Country] fields refer to the [Land.LandCode] field.

#### **Currency** – Currency

The [Hrfint.Currency] field stores the currency code of the financial component type.

#### **Def\_amt** – Default amount

The [Hrfint.Def\_amt] field stores the amount of the financial component type.

#### **DefAmtEditable** – Default amount editable

The [Hrfint.DefAmtEditable] field stores a value that indicates whether the amount of the financial component type, [Hrfint.Def\_amt] is editable. The [Hrfint.DefAmtEditable] field can store one of the following values:

Value	Description
1	Editable
0	Not editable

#### **Descr50\_0** – Description

The [Hrfint.Descr50\_0] field stores the default language textual description of the financial component type.



**Descr50\_1 – Description**

The [Hrfint.Descr50\_1] field stores the 1st alternative language textual description of the financial component type.

**Note:**

This field is only visible when the user setting which can be filled in the 'Language 2' field in the general settings is enabled.

**Descr50\_2 – Description**

The [Hrfint.Descr50\_2] field stores the 2nd alternative language textual description of the financial component type.

**Note:**

This field is only visible when the user setting which can be filled in the 'Language 3' field in the general settings is enabled.

**Descr50\_3 – Description**

The [Hrfint.Descr50\_3] field stores the 3rd alternative language textual description of the financial component type.

**Note:**

This field is only visible when the user setting, which can be filled in the 'Language 4' field in the general settings is enabled.

**Descr50\_4 – Description**

The [Hrfint.Descr50\_4] field stores the 4th alternative language textual description of the financial component type.

**Note:**

This field is only visible when the user setting which can be filled in the 'Language 5' field in the general settings is enabled.

**Division – Division**

The [Hrfint.Division] field stores the division code. The [Hrfint.Division] field refers to the [Bedryf.Division] field.

**DocID – Document ID**

The [Hrfint.DocID] field stores the system generated ID of the document that is attached to the financial component type.

**Employee\_ny** – Employee

The [Hrfint.Employee\_ny] field stores a value that indicates whether the employee is liable for the amount entered for the financial component type. This field is only applicable if the group is a deduction (where the [Hrfint.Fingroup] field has the value “E”).

**Note:**

The employee amount can only be entered in the financial tab of maintain employees if this field is set to Yes.

**Employer\_ny** – Employer

The [Hrfint.Employer\_ny] field stores a value that indicates whether the employer is liable for amounts entered for the financial component type. If the group is specified as an allowance (where the [Hrfint.Fingroup] field has the value “A”), the employer will always be liable for the amount entered for the financial component.

**Enddate** – End date

The [Hrfint.Enddate] field stores the end date that the financial component type is valid.

**Fingroup** – Type

The [Hrfint.Fingroup] field stores a value that indicates whether this financial component is an allowance or a deduction. If it is a deduction, the payer must be indicated, which can be either the employee or employer, or both. The [Hrfint.Fingroup] field can store one of the following values:

Value	Description
A	Earnings
D	Deduction

**Fixed** – Fixed/Variable

The [Hrfint.Fixed] field stores a value that indicates whether the amount is a fixed amount or a variable amount for the financial component type. The [Hrfint.Fixed] field can store one of the following values:

Value	Description
F	Fixed
V	Variable

**Gbknr2** – Gbknr2

The [Hrfint.Gbknr2] field is not functionally used.

**Glac** – General ledger account

The [Hrfint.Glac] field stores the general ledger account that is defined for the financial component type. The [Hrfint.Glac] field refers to the [Grtbk.Rekkr] field.

**Gn** – Gross/Net

The [Hrfint.Gn] field stores a value that indicates how the financial component type is entered, whether it is gross or net and whether it is a fixed or variable amount. The value entered here will be displayed as the default when this financial component type is chosen to be attached to the employee.

**ID** – ID

The [Hrfint.ID] field stores the unique ID of the financial component type.

**JobActivity** – Job activity

The [Hrfint.JobActivity] field stores the type of job activity code that uses the financial component type.

**MainType** – Main type

The [Hrfint.MainType] field stores the main component code where the similar financial component type is grouped in the same main group.

**Notes** – Notes

The [Hrfint.Notes] field stores an incremental number assigned to the financial component type as it is created.

**Pay\_period** – Payment period

The [Hrfint.Pay\_period] field stores a value that indicates how frequently the financial component is paid to the employee. The value entered here will be used as the default value displayed in the financial tab of maintain employee when this financial component is attached to the employee. The [Hrfint.Pay\_period] field can store one of the following values:

Value	Description
Y	Yearly
A	Half-yearly
Q	Quarterly
M	Monthly
S	Semi-monthly
W	Weekly
T	Bi-Weekly
V	4-Weekly
D	Daily
H	Hourly
O	Once-Only

**Payroll** – Payroll

The [Hrfint.Payroll] field is not functionally used.

**Scale** – Scale

The [Hrfint.Scale] field is not functionally used.

**Startdate** – Start date

The [Hrfint.Startdate] field stores the date that the financial component type is valid from.

**Syscreated** – Created date and time

The [Hrfint.Syscreated] field stores the date and time the financial component type was created.

**Syscreator** – Creator

The [Hrfint.Syscreator] field stores the creator ID of the financial component type. The [Hrfint.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysguid** – Sysguid

The [Hrfint.Sysguid] field stores the Guid generated by the system upon creation of the financial component type. It has no functional meaning.

**Sysmodified** – Modified date and time

The [Hrfint.Sysmodified] field stores the date and time the financial component type were last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [Hrfint.Sysmodifier] field stores the resource that last modified the financial component type. Initially, this field contains the creator as is stored in the [Hrfint.Syscreator] field. The [Hrfint.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [Hrfint.Timestamp] field stores the date and time the financial component type was created.

**Toe\_srt** – toe\_srt

The [Hrfint.Toe\_srt] field is not functionally used.

**Unit** – Unit

The [Hrfint.Unit] field stores a value that indicates the unit measurement of the total specified in the default column of the financial component type. The [Hrfint.Unit] field can store one of the following values:

Value	Description
A	Amount
P	Percentage

# 9. ABSENCEENTITLEMENTS – ABSENCE ENTITLEMENTS

## 9.1 GENERAL DESCRIPTION

The [AbsenceEntitlements] table stores absences entitlements. The entitlement is a combination of a request type with a number of days or hours. The entitlement either can apply to all resources within a division, or can be resource-specific, meaning that it deviates from the division entitlement.

## 9.2 ABSENCEENTITLEMENTS FIELD DETAILS

### **AbsenceType** – Request type

The [AbsenceEntitlements.AbsenceType] field stores the request type that is the basis for the calculation of the absence entitlement. The [AbsenceEntitlements.AbsenceType] field refers to the [AbsenceTypes.ID] field.

### **ApplyExpiryDate** – Apply expiry date

The [AbsenceEntitlements.ApplyExpiryDate] field indicates whether the entitlement generated during the period closing will contain the expiry date of the entitlement type.

### **CompanyCode** – Division

The [AbsenceEntitlements.CompanyCode] field stores the division code in case of division entitlement only. In case of resource-specific entitlements, the [AbsenceEntitlements.CompanyCode] is not filled. The [AbsenceEntitlements.CompanyCode] field refers to the [Bedryf.Bednr] field.

#### **Note:**

In Exact Globe Next and an integrated scenario, the [AbsenceEntitlements.CompanyCode] field is always filled.

### **Days** – Number of day

The [AbsenceEntitlements.Days] field stores the number of days of an entitlement, if this is defined in days. An absence entitlement can also be stored in hours. In that case the [AbsenceEntitlements.Hours] field is used and the [AbsenceEntitlements.Days] field is not filled.

### **Division** – Division

The [AbsenceEntitlements.Division] field stores the division code. The [AbsenceEntitlements.Division] field stores the numeric value of the [Bedryf.Bednr] field. The [AbsenceEntitlements.Division] field is not used yet. It is added for future functionality.

### **EffectiveExpiryPeriod** – Effective expiry period

The [AbsenceEntitlements.EffectiveExpiryPeriod] field stores the expiry date of the entitlement generated for the effective financial period.

**EffectiveExpiryYear** – Effective expiry year

The [AbsenceEntitlements.EffectiveExpiryYear] field stores the expiry date of the entitlement generated for the effective financial year.

**EmpID** – Resource

The [AbsenceEntitlements.EmpID] field stores the resource for whom the entitlement applies. In case of division entitlements, the [AbsenceEntitlements.EmpID] field is not filled. The [AbsenceEntitlements.EmpID] field refers to the [Humres.Res\_ID] field.

**ID** – Guid

The [AbsenceEntitlements.ID] field stores the Guid generated by the system upon creation of the absence entitlements.

**Hours** – Number of hour

The [AbsenceEntitlements.Hours] field stores the number of hours of an entitlement, if this is defined in hours. An absence entitlement can also be stored in days. In that case the [AbsenceEntitlements.Days] field is used and the [AbsenceEntitlements.Hours] field is not filled.

**JobGroup** – Job group

The [AbsenceEntitlements.JobGroup] field is not used. This will be build in the future.

**NonStatutoryEntitlementDays** – Non-statutory entitlement days

The [AbsenceEntitlements.NonStatutoryEntitlementDays] field stores the number of days of the non-statutory entitlement for the absence entitlement.

**NonStatutoryEntitlementExpiry** – Non-statutory entitlement expiry

The [AbsenceEntitlements.NonStatutoryEntitlementExpiry] field stores the expiry period of the non-statutory entitlement for the absence entitlement.

**NonStatutoryEntitlementHours** – Non-statutory entitlement hours

The [AbsenceEntitlements.NonStatutoryEntitlementHours] field stores the number of hours of the non-statutory entitlement for the absence entitlement.

**NonStatutoryEntitlementUnit** – Non-statutory entitlement unit

The [AbsenceEntitlements.NonStatutoryEntitlementUnit] field stores the unit of the non-statutory entitlement for the absence entitlement.

**Scale** – Scale

The [AbsenceEntitlements.Scale] field stores the service year or age that is related to the entitlement. This depends on the Entitlements settings in the request type definition: the [AbsenceTypes.Basis] field.

**Note:**

The [AbsenceEntitlements.Scale] field is not filled when the absence entitlement basis is calculated on a fixed basis (defined in the Request type definition).

**StatutoryEntitlementDays** – Statutory entitlement days

The [AbsenceEntitlements.StatutoryEntitlementDays] field stores the number of days of the statutory entitlement for the absence entitlement.

**StatutoryEntitlementExpiry** – Statutory entitlement expiry period

The [AbsenceEntitlements.StatutoryEntitlementExpiry] field stores the expiry period of the statutory entitlement for the absence entitlement.

**StatutoryEntitlementHours** – Statutory entitlement hours

The [AbsenceEntitlements.StatutoryEntitlementHours] field stores the hours of the statutory entitlement for the absence entitlement.

**StatutoryEntitlementUnit** – Statutory entitlement unit

The [AbsenceEntitlements.StatutoryEntitlementUnit] field stores the unit of the statutory entitlement for the absence entitlement.

**Syscreated** – Created date and time

The [AbsenceEntitlements.Syscreated] field stores the date and time that the absence entitlement has been created.

**Syscreator** – Creator

The [AbsenceEntitlements.Syscreator] field stores the resource who created the absence entitlement. The [AbsenceEntitlements.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified** – Modified date and time

The [AbsenceEntitlements.Sysmodified] field stores the date and time that the absence entitlement was last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [AbsenceEntitlements.Sysmodifier] field stores the resource who last modified the absence entitlement. Initially, this field contains the creator as is stored in the [AbsenceEntitlements.Syscreator] field. The [AbsenceEntitlements.Sysmodifier] field refers to the [Humres.Res\_ID] field.

# 10. PUBLICHOLIDAYS – PUBLIC HOLIDAYS

## 10.1 GENERAL DESCRIPTION

The [PublicHolidays] table stores public holidays for country or division or location. The public holidays can be on three levels:

**Country specific:** The public holiday is applicable for all resources who work for a division in this country.

**Division specific:** The public holiday is applicable for all resources in this division.

**Location specific:** The public holiday is applicable for all resources who have a location as main location. The location specific public holiday is entitled when a public holiday is special for a particular city.

## 10.2 PUBLICHOLIDAYS FIELD DETAILS

### Country – Country

The [PublicHolidays.Country] field stores the country for which the public holiday applies. The [PublicHolidays.Country] field refers to the [Land.LandCode] field. A public holiday can also be division specific or location specific. In case of division specific or location specific public holidays, the [PublicHolidays.Country] field is not filled.

### Date – Date

The [PublicHolidays.Division] field stores the dates when the public holidays takes place.

### Deduct – Deduct

The [PublicHolidays.Deduct] field is not used.

### Description – Description

The [PublicHolidays.Description] field stores the descriptions of the public holidays.

### Division – Division

The [PublicHolidays.Division] field stores the division code when a public holiday is division specific. The [PublicHolidays.Division] field refers to the [Bedryf.Bednr] field. In case of country specific or location specific public holidays, the [PublicHolidays.Division] field is not filled.

#### Note:

The [PublicHolidays.Division] field is only used in Exact Synergy but not used in Exact Globe Next.

### DivisionX – DivisionX

The [PublicHolidays.DivisionX] field is not used yet. It is added for future functionality.



**ID – ID**

The [PublicHolidays.ID] field stores the ID generated by the system upon creation of the public holiday.

**MainLoc – Main location**

The [PublicHolidays.MainLoc] field stores the location for which the public holiday applies. The [PublicHolidays.MainLoc] field refers to the [Hrloc.Loc] field. A public holiday can also be country specific or division specific. In case of country specific or division specific public holidays, the [PublicHolidays.MainLoc] field is not filled.

**Syscreated – Created date and time**

The [PublicHolidays.Syscreated] field stores the date and time that the public holiday has been created.

**Syscreator – Creator**

The [PublicHolidays.Syscreator] field stores the resource who created the public holiday. The [PublicHolidays.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified – Modified date and time**

The [PublicHolidays.Sysmodified] field stores the date and time that the public holiday was last modified. Initially, this field contains the creation date.

**Sysmodifier – Modifier**

The [PublicHolidays.Sysmodifier] field stores the resource who last modified the public holiday. Initially, this field contains the creator as stored in the [PublicHolidays.Syscreator] field. The [PublicHolidays.Sysmodifier] field refers to the [Humres.Res\_ID] field.

# 11. MASTERRESOURCESCHEDULES – MASTER RESOURCE SCHEDULES

## 11.1 GENERAL DESCRIPTION

The [MasterResourceSchedules] table stores every linkage of resources to their daily work schedules, everytime the master resource schedule is generated. The [MasterResourceSchedule] records represent the capacity planning of resources, based on their work schedules. These records are used to generate payroll calculations and to give capacity overviews. The master resource schedule can be generated for a resource or all resources by division according to the selected date range and cost center.

**Note:**

Before the master resource schedule can be generated, the following details are validated by the system:

- General ledger setup
- Financial period
- Public holidays defined

## 11.2 MASTERRESOURCESCHEDULES FIELD DETAILS

### **BreakEnd\_1** – Break end 1

The [MasterResourceSchedule.BreakEnd\_1] field stores the timestamp that indicates the end of the daily break time in the resource work schedule.

The [MasterResourceSchedule.BreakEnd\_1] field is the first of three fields that store such data.

The other fields are [MasterResourceSchedule.BreakEnd\_2] field and [MasterResourceSchedule.BreakEnd\_3] field.

### **BreakEnd\_2** – Break end 2

The [MasterResourceSchedule.BreakEnd\_2] field stores the timestamp that indicates the end of the daily break time in the resource work schedule.

The [MasterResourceSchedule.BreakEnd\_2] field is the second of three fields that store such data.

The other fields are [MasterResourceSchedule.BreakEnd\_1] field and [MasterResourceSchedule.BreakEnd\_3] field.

### **BreakEnd\_3** – Break end 3

The [MasterResourceSchedule.BreakEnd\_3] field stores the timestamp that indicates the end of the daily break time in the resource work schedule. The [MasterResourceSchedule.BreakEnd\_3] field is the third of three fields that store such data.

The other fields are [MasterResourceSchedule.BreakEnd\_1] field and [MasterResourceSchedule.BreakEnd\_2] field.

**BreakStart\_1** – Break start 1

The [MasterResourceSchedule.BreakStart\_1] field stores the timestamp that indicates the start of the daily break time in the resource work schedule.

The [MasterResourceSchedule.BreakStart\_1] field is the first of three fields that store such data.

The other fields are [MasterResourceSchedule.BreakStart\_2] field and

[MasterResourceSchedule.BreakStart\_3] field.

**BreakStart\_2** – Break start 2

The [MasterResourceSchedule.BreakStart\_2] field stores the timestamp that indicates the start of the daily break time in the resource work schedule.

The [MasterResourceSchedule.BreakStart\_2] field is the second of three fields that store such data.

The other fields are [MasterResourceSchedule.BreakStart\_1] field and

[MasterResourceSchedule.BreakStart\_3] field.

**BreakStart\_3** – Break start 3

The [MasterResourceSchedule.BreakStart\_3] field stores the timestamp that indicates the start of the daily break time in the resource work schedule.

The [MasterResourceSchedule.BreakStart\_3] field is the third of three fields that store such data.

The other fields are [MasterResourceSchedule.BreakStart\_1] field and

[MasterResourceSchedule.BreakStart\_2] field.

**CompanyCode** – Company code

The [MasterResourceSchedule.CompanyCode] field stores the division code where the master resource schedule is applicable.

**CostCenter** – Cost center

The [MasterResourceSchedule.CostCenter] field stores the cost center code where the resource is attached of the master resource schedule.

**Created** – Created date and time

The [MasterResourceSchedule.Created] field stores the date and time the master resource schedule was created.

**Creator** – Creator

The [MasterResourceSchedule.Creator] field stores the creator ID of the master resource schedule.

The [MasterResourceSchedule.Creator] field refers to the [Humres.Res\_ID] field.

**DayType** – Day type

The [MasterResourceSchedule.DayType] field stores a value that indicates the type of day defined for the resource work schedule in the master resource schedule.

The [MasterResourceSchedule.DayType] field can store one of the following values:

Value	Description
C	Corporate
D	Division
R	Resource

**Note:**

The value in [MasterResourceSchedule.DayType] field is copied from the [WorkSchedules.DayType] field when the master resource schedule is generated.

**EndTime** – End time

The [MasterResourceSchedule.EndTime] field stores the timestamp that indicates the end time of the resource daily work schedule generated in the master resource schedule.

**EntryDate** – Entry date

The [MasterResourceSchedule.EntryDate] field stores the timestamp that indicates the entry date of the resource work schedule generated in the master resource schedule.

**GLAccount** – GL account

The [MasterResourceSchedule.GLAccount] field stores the general ledger account code used for resource costing in the master resource schedule.

**ID** – ID

The [MasterResourceSchedule.ID] field stores the Guid generated by the system upon creation of the master resource schedule.

**ItemCode** – Item code

The [MasterResourceSchedule.ItemCode] field stores the item code (labour hour item) used for the master resource schedule, defined in the HRM setting for Resource: Planning (Working day and Public holiday).

**Modified** – Modified date and time

The [MasterResourceSchedule.modified] field stores the date and time the master resource schedule were last modified.

Initially, this field contains the creation date.

**Modifier** – Modifier

The [MasterResourceSchedule.Modifier] field stores the resource that last modified the master resource schedule.

Initially, this field contains the creator as is stored in the [MasterResourceSchedule.Creator] field. The [MasterResourceSchedule.Modifier] field refers to the [Humres.Res\_ID] field.

**Resource** – Resource

The [MasterResourceSchedule.Resource] field stores the resource ID where the master resource schedule transaction is applicable.

**ShiftID** – Shift ID

The [MasterResourceSchedule.ShiftID] field stores the shift ID of the resource work schedule in the master resource schedule.

The [MasterResourceSchedule.ShiftID] field is used to determine the link of the record in the master resource schedule to the actual work schedule pattern in [WorkSchedules] table.

**StartTime** – Start time

The [MasterResourceSchedule.StartTime] field stores the timestamp that indicates the start time of the resource daily work schedule generated in the master resource schedule.

**WorkingHour** – Working hour

The [MasterResourceSchedule.WorkingHour] field stores the total working hour per day in the master resource schedule.

# 12. WORKSCHEDULEGROUPS – WORK SCHEDULE GROUPS

## 12.1 GENERAL DESCRIPTION

The [WorkScheduleGroups] table stores the grouping of work patterns in work schedules. The [ParentID], [ShiftID] and [SequenceNumber] fields are used to determine the cluster of a work schedule group as described below:

- The record created is the group header data, if the [ParentID] field stores the value NULL. In this case, a group record can be created without [ShiftID].
- The record created is the work schedules data of a group, if the [ParentID] field stores the value of the [ID] field of the group header record.
- The [SequenceNumber] field determines the sequence of the work schedules attached to a group. The group header data [SequenceNumber] field will always store the value '0'.

## 12.2 WORKSCHEDULEGROUPS FIELD DETAILS

### **Code** – Code

The [WorkScheduleGroups.Code] field stores the work schedule group code defined by the user.

### **CompanyCode** – Division

The [WorkScheduleGroups.CompanyCode] field stores the company code of the work schedule group.

### **Created** – Created date and time

The [WorkScheduleGroups.Created] field stores the date and time the work schedule group was created.

### **Creator** – Creator

The [WorkScheduleGroups.Creator] field stores the creator ID of the work schedule group. The [WorkScheduleGroups.Creator] field refers to the [Humres.Res\_ID] field.

### **Description** – Description

The [WorkScheduleGroups.Description] field stores the user defined descriptions of the work schedule group.

### **ID** – ID

The [WorkScheduleGroups.ID] field stores the Guid generated by the system upon creation of the work schedule group.

### **Modified** – Modified date and time

The [WorkScheduleGroups.Modified] field stores the date and time the work schedule group were last modified.

Initially, this field contains the creation date.

**Modifier – Modifier**

The [WorkScheduleGroups.Modifier] field stores the resource that last modified the work schedule group. Initially, this field contains the creator as is stored in the [WorkScheduleGroups.Creator] field. The [WorkScheduleGroups.Modifier] field refers to the [Humres.Res\_ID] field.

**ParentID – Parent ID**

The [WorkScheduleGroups.ParentID] field stores the parent ID of the work schedules data that are part of a group.

The [WorkScheduleGroups.ParentID] field stores the value of the [WorkScheduleGroups.ID] field that belongs to the group header data.

The [WorkScheduleGroups.ParentID] field of the group header data stores a NULL value.

**SequenceNumber – Sequence**

The [WorkScheduleGroups.SequenceNumber] field stores the sequence number that determines the work schedule execution sequence in the work schedule group.

The [WorkScheduleGroups.SequenceNumber] field that belongs to a group header data will store the value '0'.

This will be followed by subsequent increment of sequence number based on the number of work schedule attached to the group.

For example:

- Group A - Header data record: [WorkScheduleGroups.SequenceNumber] = 0
- Work schedule data 1: [WorkScheduleGroups.SequenceNumber] = 1
- Work schedule data 2: [WorkScheduleGroups.SequenceNumber] = 2

**ShiftID – Shift ID**

The [WorkScheduleGroups.ShiftID] field stores the shift ID of the work schedule data in the work schedule group.

The [WorkScheduleGroups.ShiftID] field is used to determine the link of the work schedule group to the actual work schedule pattern in [WorkSchedules] table.

**Status – Status**

The [WorkScheduleGroups.Status] field stores a value that indicates whether the work schedule group is blocked or active.

The [WorkScheduleGroups.Status] field can store one of the following values:

Value	Description
A	Active
B	Blocked

**Note:**

The [WorkScheduleGroups.Status] field that stores the value 'B' (blocked) cannot be used for linking.

# 13. WORKSCHEDULELINKS – WORK SCHEDULE LINKS

## 13.1 GENERAL DESCRIPTION

The [WorkScheduleLinks] table stores the link between resources and work pattern based on the effective date. The validity of the work schedule is determined by the start date and sequence number defined.

## 13.2 WORKSCHEDULELINKS FIELD DETAILS

**Created** – Created date and time

The [WorkScheduleLinks.Created] field stores the date and time the work schedule link was created.

**Creator** – Creator

The [WorkScheduleLinks.Creator] field stores the creator ID of the work schedule link.

The [WorkScheduleLinks.Creator] field refers to the [Humres.Res\_ID] field.

**DayStart** – Day start

The [WorkScheduleLinks.DayStart] field stores a number that indicates the day to start the work schedule for the resource.

**EndDate** – End date

The [WorkScheduleLinks.EndDate] field stores the date where the work schedule linked to the resource seize to be effective.

The [WorkScheduleLinks.EndDate] field is also filled with the date before the start date of the new work schedule once a new work schedule with start date is defined for the resource.

**GroupCode** – Group code

The [WorkScheduleLinks.GroupCode] field stores the group code of the work schedule link.

The value stored in [WorkScheduleLinks.GroupCode] field is copied from [WorkScheduleGroups.Code] field once the work schedule is linked to resource.

**ID** – ID

The [WorkScheduleLink.ID] field stores the Guid generated by the system upon creation of the work schedule link.

**Modified** – Modified date and time

The [WorkScheduleLinks.Modified] field stores the date and time the work schedule link were last modified.

Initially, this field contains the creation date.

**Modifier** – Modifier

The [WorkScheduleLinks.Modifier] field stores the resource that last modified the work schedule link.

Initially, this field contains the creator as is stored in the [WorkScheduleLinks.Creator] field. The [WorkScheduleLinks.Modifier] field refers to the [Humres.Res\_ID] field.

**Resource** – Resource

The [WorkScheduleLinks.Resource] field stores the resource ID that is linked to the work schedule.

**SequenceNumber** – Sequence number

The [WorkScheduleLinks.SequenceNumber] field stores a number that indicates the sequence of work schedules linked to resource.

The sequence number is typically applicable to resource that have multiple work schedules linked to him/her.

**Note:**

The value in [WorkScheduleLinks.SequenceNumber] field is copied from [WorkScheduleGroups.SequenceNumber] field once the work schedule is linked.

**ShiftID** – Shift ID

The [WorkScheduleLinks.ShiftID] field stores the Guid created for the work schedule link. The [WorkScheduleLinks.ShiftID] field refers to the [WorkScheduleGroups.ShiftID] field.

**StartDate** – Start date

The [WorkScheduleLinks.StartDate] field stores the date where the work schedule linked to the resource is effective.

**Status** – Status

The [WorkScheduleLinks.Status] field stores a value that indicates whether the work schedule linked is blocked or active.

The [WorkScheduleLinks.Status] field can store one of the following values:

Value	Description
A	Active
B	Blocked

**Note:**

The value in [WorkScheduleLinks.Status] field is copied from [WorkScheduleGroups.Status] field once the work schedule is linked.



# 14. WORKSCHEDULES – WORK SCHEDULES

## 14.1 GENERAL DESCRIPTION

The [WorkSchedules] table stores the work schedules which consist of default/corporate work schedule, division work schedule and resource-specific work schedule. The division work schedule is used within a division and the resource-specific work schedule is use on a specific resource. Each work schedule in the table represents the work schedule for one period in a day. A period can be either a morning period or an afternoon period. A complete work schedule for a day can have either one or two periods per day, each period may includes a different start time and a different end time.

## 14.2 WORKSCHEDULES FIELD DETAILS

### CompanyCode – Division

The [WorkSchedules.CompanyCode] field stores the division code to which the work schedule is linked. In case of default work schedule and resource-specific work schedule, the [WorkSchedules.CompanyCode] is not filled. The [WorkSchedules.CompanyCode] field refers to the [Bedryf.Bednrn] field.

### DayType – Day type

The [WorkSchedules.DayType] field stores a value that indicates the type of day created in the work schedule. The [WorkSchedules.DayType] field can store one of the following values:

Value	Description
N	Normal
O	Off day
R	Rest day

### Description – Description

The [WorkSchedules.Description] field stores the descriptions of the work schedule based on the following conditions:

- If the [WorkSchedules.ScheduleType] field stores the value 'C' (Corporate), the [WorkSchedules.Description] field would store the value 'DEFAULT'.
- If the [WorkSchedules.ScheduleType] field stores the value 'D' (Division), the [WorkSchedules.Description] field would store the value 'Division: <Division Code>'.
- If the [WorkSchedules.ScheduleType] field stores the value 'R', the [WorkSchedules.Description] field would store the user defined description for the work schedule.

### Division – Division

The [WorkSchedules.Division] field stores the division code. The [WorkSchedules.Division] field stores the numeric value of the [Bedryf.Bednrn] field. It is added for future functionality.

**EmpID – Resource**

The [WorkSchedules.EmpID] field stores the resource, for whom the work schedule applies. In case of default work schedule and division work schedule, the [WorkSchedules.EmpID] field is not filled. The [WorkSchedules.EmpID] field refers to the [Humres.Res\_ID] field.

**EndTime – End time**

The [WorkSchedules.EndTime] field stores the different end time of each period in the work schedule. There can be one or two work schedule parts per day.

**ID – Guid**

The [WorkSchedules.ID] field stores the Guid per work schedule part that is generated by the system when the schedule (or a separate line) is created.

**ScheduleType – Schedule type**

The [WorkSchedules.ScheduleType] field stores a value that indicates the type of work schedule created. The [WorkSchedules.ScheduleType] field can store one of the following values:

Value	Description
C	Corporate
D	Division
R	Resource

**ShiftID – Shift ID**

The [WorkSchedules.ShiftID] field stores the Guid created for each work schedule. Shift ID is not required for corporate schedule, therefore the [WorkSchedules.ShiftID] field stores the NULL value if the [WorkSchedules.ScheduleType] field stores the value 'C' (Corporate).

**Note:**

The [WorkSchedules.ShiftID] field is used as a link to individual resources when applicable.

**StartTime – Start time**

The [WorkSchedules.StartTime] field stores the different start time of each session in the work schedule. There can be one or two work schedule parts per day.

**Syscreated – Created date and time**

The [WorkSchedules.Syscreated] field stores the date and time that the work schedule has been created.

**Syscreator – Creator**

The [WorkSchedules.Syscreator] field stores the resource who created the work schedule. The [WorkSchedules.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified – Modified date and time**

The [WorkSchedules.Sysmodified] field stores the date and time that the work schedule was last modified. Initially, this field contains the creation date.

**Sysmodifier – Modifier**

The [WorkSchedules.Sysmodifier] field stores the resource who last modified the work schedule. Initially, this field contains the creator as is stored in the [WorkSchedules.Syscreator] field. The [WorkSchedules.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Weekday** – Weekday

The [WorkSchedules.Weekday] field stores the weekday. The [WorkSchedules.Weekday] field can store one of the following values:

Value	Description
1	Monday
2	Tuesday
3	Wednesday
4	Thursday
5	Friday
6	Saturday
7	Sunday

# 15. PWROLE – ROLES

## 15.1 GENERAL DESCRIPTIONS

The [Pwrole] table stores the security roles created and are used as a master table where these security roles are assigned to users.

By default, there are three (3) system roles and a few predefined roles that will be created during Exact Globe Next installation. System roles such as 'System administrator' and 'Administrator' are always created and users are not able to change the role rights for these roles. Predefined roles such as 'HR', 'Purchase agent' & 'Representative' are created based on the license purchased by the user. Predefined roles are created via script and is also known as fixed roles because the role\_id for these roles are fixed (unlike other roles that user creates via Maintain roles application). Each default roles created has the default access rights to the relevant menu path. The table below describes the default role name created, with the respective role ID:

Role_ID	Role name
11	HR
25	Purchase Agent
999	Representative
1000	System Administrator
0	Administrator

The [Pwrole] table is also used at the 'Maintain: Resources / Rights tab' menu path for both HR and Payroll module.

## 15.2 PWROLE FIELD DETAILS

### Descr64 – Description

The [Pwrole.Descr64] field stores the description for the role. This field is filled when a new role is created. The [Pwrole.Descr64] field will be updated when a user changes the description of an existing role and the value will be deleted when a user deletes the role.

### Division – Division

The [Pwrole.Division] field stores the division code. The [Pwrole.Division] field stores the numeric value of the [Bedryf.Bednr] field. This field is not used at this moment. It is added for future functionality.

### Job\_group – Job group

The [Pwrole.Job\_group] field is not used.

### Rb\_id – Role bar ID

The [Pwrole.Rb\_id] field stores the role bar item for the role. This field is filled when user creates the default role bar items for a role and the default value is '0' (i.e no role bar item). The [Pwrole.Rb\_id] field will be updated when a user changes the role bar item and the value will be deleted when a user removes the entire role bar item. The [Pwrole.Rb\_id] field refers to the [SYSMNU.Mnu\_id] field.

**Role\_id** – Role ID

The [Pwrole.Role\_id] field stores the role ID for every security role created. The [Pwrole.Role\_id] is an auto increment field for each new record created in this table.

**Role\_name** – Role name

The [Pwrole.Role\_name] field stores the role name. The [Pwrole.Role\_name] field is filled when a new role is created. The [Pwrole.Role\_name] field is a unique field and validation will be made against the existing role names. The [Pwrole.Role\_name] field will be updated when a user changes the role name of an existing role and the value will be deleted when a user deletes the role.

**Syscreated** – Created date & time

The [Pwrole.Syscreated] field stores the date and time the security role were created.

**Syscreator** – Creator

The [Pwrole.Syscreator] field stores the creator ID of the security role. The [Pwrole.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysguid** – Sysguid

The [Pwrole.Sysguid] field stores the Guid generated by the system upon creation of the security role. It has no functional meaning.

**Sysmodified** – Modified date & time

The [Pwrole.Sysmodified] field stores the date and time that the security role were last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [Pwrole.Sysmodifier] field stores the resource that last modified the security role. Initially, this field contains the creator as is stored in the [Pwrole.Syscreator] field. The [Pwrole.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [Pwrole.Timestamp] field stores the date and time the security role were created.

**Visible** – Visible

The [Pwrole.Visible] field stores a value that indicates whether the security role is visible or not. The [Pwrole.Visible] field can store one of the following values:

Value	Description
0	Security role is not visible
1	Security role is visible

# 16. PWRPRM – ROLE RIGHTS

## 16.1 GENERAL DESCRIPTION

The [Pwrprm] table stores the role's rights for each security role created in [Pwrole] table. A record will only be created in the [Pwrprm] table if there is role right assigned to the security role. The role\_id field links the [Pwrprm] table and [Pwrole] table.

**Note:**

A record is created in the [Pwrprm] table when menu rights/function rights are being assigned to a security role. The record will be deleted when the role rights to a menu path are removed from the security role. Therefore, when the field descriptions below states that the value in a field is filled or deleted, it means that the record of the table is updated or deleted.

## 16.2 PWRPRM FIELD DETAILS

**Division** – Division

The [Pwrprm.Division] field stores the division code. The [Pwrprm.Division] field stores the numeric value of the [Bedryf.Bednr] field. This field is not used at this moment. It is added for future functionality.

**Fnc\_id** – Function ID

The [Pwrprm.Fnc\_id] field stores the function id. The [Pwrprm.Fnc\_id] field is filled when role rights to a menu path are being assigned to a security role. The value in [Pwrprm.Fnc\_id] field will be deleted when the role rights to a menu path are removed from the security role. The [Pwrprm.Fnc\_id] field refers to the [Pwfunc.Fnc\_id] field.

**ID** – ID

The [Pwrprm.ID] field stores the system generated database record identification number. This field is not functionally used.

**Right\_id** – Access right ID

The [Pwrprm.Right\_id] field stores the access right ID to the menu path. The [Pwrprm.Right\_id] field is filled when role right is assigned to a security role. The value in [Pwrprm.Right\_id] field will be deleted when role right to a menu path are removed from the security role.

**Role\_id** – Role ID

The [Pwrprm.Role\_id] field stores the role ID. The [Pwrprm.Role\_id] field is filled when role rights are being assigned to a role. The value in [Pwrprm.Role\_id] field will be deleted when the role rights are removed from the role. The [Pwrprm.Role\_id] field refers to the [Pwrole.Role\_id] field.

**Syscreated** – Created date & time

The [Pwrprm.Syscreated] field stores the date and time the role rights were created.

**Syscreator** – Creator

The [Pwrprm.Syscreator] field stores the creator ID of the role rights. The [Pwrprm.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysguid** – Sysguid

The [Pwrprm.Sysguid] field stores the Guid generated by the system upon creation of the role right. It has no functional meaning.

**Sysmodified** – Modified date & time

The [Pwrprm.Sysmodified] field stores the date and time that the role rights were last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [Pwrprm.Sysmodifier] field stores the resource that last modified the role rights. Initially, this field contains the creator as is stored in the [Pwrprm.Syscreator] field. The [Pwrprm.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [Pwrprm.Timestamp] field stores the date and time the role rights were created.

# 17. PWRUC – ROLES PER COMPANY

## 17.1 GENERAL DESCRIPTION

The [Pwruc] table is used to store information about the roles that users have access. The [Pwruc] table has relation with [Pwrprm] table which stores the access rights/menu paths for each role. The role\_id field is used links the [Pwruc] table and [Pwrprm] table.

Certain applications check the records in this table to determine the available functionality for a particular login user when it tries to run some particular applications such as “Maintain human resource”.

The [Pwruc] table is used at the following Globe menu path:

- System → HR\_Security → Security Roles
- System → HR\_Security → User Rights
- HR → Human Resources → Maintain → Rights tab

## 17.2 PWRUC FIELD DETAILS

### **Division** – Division

The [Pwruc.Division] field stores the division code. The [Pwruc.Division] field stores the numeric value of the [Bedryf.Bednr] field. This field is not functionally used at this moment.

### **ID** – ID

The [Pwruc.ID] field stores the system generated database record identification number. This field is not functionally used.

### **Res\_id** – Human resource ID

The [Pwruc.Res\_id] field stores the employee number. This field is filled up when an employee is assigned with a role. This field is not updatable once created and it will be deleted when the role is removed from the employee. The [Pwruc.Res\_id] field refers to the [Humres.Res\_id] field.

### **Role\_id** – Role ID

The [Pwruc.Role\_id] field stores the role ID assigned to an employee/user. This field is created when a role is assigned to the employee. This field is not updatable once created and it will be deleted when the role is no longer assigned to the employee.

### **Note:**

The value in the [Pwruc.Role\_id] field will be checked when the employee logons to Exact Globe Next to determine the accessible menu paths. This value will also be checked when user execute the “Maintain human resource” or “Maintain user application” (to determine the available functionality within the application). The [Pwruc.Role\_id] field refers to the [Pwrole.Role\_id] field.



**Rolelevel** - Role level

The [Pwruc.Rolelevel] field is not used.

**Syscreated** – Created date and time

The [Pwruc.Syscreated] field stores the date and time the users' role was created.

**Syscreator** – Creator

The [Pwruc.Syscreator] field stores the creator ID of the users' role. The [Pwruc.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysguid** – Sysguid

The [Pwruc.Sysguid] field stores the Guid generated by the system upon creation of the users' role. It has no functional meaning.

**Sysmodified** – Modified date and time

The [Pwruc.Sysmodified] field stores the date and time that the users' role were last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [Pwruc.Sysmodifier] field stores the resource that last modified the users' role. Initially, this field contains the creator as is stored in the [Pwruc.Syscreator] field. The [Pwruc.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [Pwruc.Timestamp] field stores the date and time the users' role was created.

# 18. HRROLES – ROLES

## 18.1 GENERAL DESCRIPTION

The [HRRoles] table stores roles defined for particular resource to determine the rights to access certain information in Exact Synergy. This table is linked to the [HRRoleDefs] table for the definition of roles and the [HRRoleLevels] table for the level of rights assigned to the role.

## 18.2 HRROLES FIELD DETAILS

### **Division** – Division

The [HRRoles.Division] field stores the division code of the user's division. The [HRRoles.Division] field stores the numeric value of the [Bedryf.Bednr] field. This field is not used yet. It is added for future functionality.

### **EmpID** – Resource

The [HRRoles.EmpID] field stores the ID of the resource for which the role is defined. The [HRRoles.EmpID] field refers to the [Humres.Res\_ID] field.

### **ID** – ID

The [HRRoles.ID] field stores the system generated database record identification number. This field is not functionally used.

### **RoleID** – Role

The [HRRoles.RoleID] field stores the ID of the role definition. The [HRRoles.RoleID] field refers to the [HRRoleDefs.ID] field.

### **RoleLevel** – RoleLevel

The [HRRoles.RoleLevel] field stores the ID of the level of rights assigned to the role. The [HRRoles.RoleLevel] field refers to the [HRRoleLevels.ID] field.

# 19. HRROLEDEFS – ROLE DEFINITIONS

## 19.1 GENERAL DESCRIPTION

The [HRRoleDefs] table stores role definitions in Exact Synergy.

## 19.2 HRROLEDEFS FIELD DETAILS

### **Description** – Description

The [HRRoleDefs.Description] field stores the description of the role.

### **Division** – Division

The [HRRoleDefs.Division] field stores the division code of the user's division. The [HRRoleDefs.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used yet. It is added for future functionality.

### **Doc\_id** – Policy

The [HRRoleDefs.Doc\_id] field stores the document ID of the policy document linked to the role. The [HRRoleDefs.Doc\_id] field refers to the [Bacodiscussions.ID] field.

### **ID** – ID

The [HRRoleDefs.ID] field stores the identifying code of the role.

### **JobGroup** – JobGroup

The [HRRoleDefs.JobGroup] field is not used.

### **NTGroup** – Domain – Group

The [HRRoleDefs.NTGroup] field stores the domain group linked to the role.

### **Type** – User type

The [HRRoleDefs.Type] field stores the type of user linked to the role.

## 20. HRROLELEVELS – ROLE LEVELS

### 20.1 GENERAL DESCRIPTION

The [HRRoleLevels] table stores levels of rights that can be assigned to a role in Exact Synergy. The levels are Corporate, Strategic group, Division, Cost center group, Cost center, Reseller, etc.

### 20.2 HRROLELEVELS FIELD DETAILS

**Description** – Description

The [HRRoleLevels.Description] field stores the description of the level.

**Division** – Division

The [HRRoleLevels.Division] field is not used yet. It is added for future functionality.

**ID** – ID

The [HRRoleLevels.ID] field stores the identifying code of the level.

**TermID** – Term ID

The [HRRoleLevels.TermID] field stores the term ID of the description, which is stored in the [HRRoleLevels.Description] field.

# 21. HRSK – SKILLS

## 21.1 GENERAL DESCRIPTION

The [Hrsk] table stores all the skills defined for each resource.

## 21.2 HRSK FIELD DETAILS

### **Division** – Division

The [Hrsk.Division] field stores the division code of the user's division. The [Hrsk.Division] field stores the numeric value of the [Bedryf.Bednr] field. This field is not used yet. It is added for future functionality.

### **ID** – ID

The [Hrsk.ID] field stores the system generated database record identification number. This field is not functionally used.

### **Line** – Line number

The [Hrsk.Line] field stores the sequence number of the skills defined for a particular resource.

### **Res\_ID** – Resource

The [Hrsk.Res\_ID] field stores the ID of the resource for which the skill is defined. The [Hrsk.Res\_ID] field refers to the [Humres.Res\_ID] field.

### **Skill\_type** – Skill type

The [Hrsk.Skill\_type] field stores the type of skill the resource has attained.

### **Sklevel** – Level

The [Hrsk.Sklevel] field is not used.

### **Syscreated** – Created date and time

The [Hrsk.Syscreated] field stores the date and time that the skill has been created.

### **Syscreator** – Creator

The [Hrsk.Syscreator] field stores the ID of the resource who created the skill. The [Hrsk.Syscreator] field refers to the [Humres.Res\_ID] field.

### **Sysguid** – SysGuid

The [Hrsk.SysGuid] field stores the Guid ID generated by the system upon creation of the skill.

### **Sysmodified** – Modified date and time

The [Hrsk.Sysmodified] field stores the date and time that the skill was last modified. Initially, this field contains the creation date.

### **Sysmodifier** – Modifier

The [Hrsk.Sysmodifier] field stores the ID of the resource who last modified the skill. Initially, this field contains the creator as is stored in the [Hrsk.Syscreator] field. The [Hrsk.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [Hrsk.Timestamp] field stores a system generated timestamp. The timestamp field is regenerated upon every change in the [Hrsk] record. This field is mainly used for replication purposes.

## 22. RESOURCESTATUS – RESOURCE STATUS

### 22.1 GENERAL DESCRIPTION

The [ResourceStatus] table stores the resource status. The status is Active, Fulfilled, Hired, Inactive, Rejected, Future, etc.

### 22.2 RESOURCESTATUS FIELD DETAILS

**Description** – Description

The [ResourceStatus.Description] field stores the description of the status.

**Division** – Division

The [ResourceStatus.Division] field is not used yet. It is added for future functionality.

**Status** – Status

The [ResourceStatus.Status] field stores the code of the status.

**TermID** – Term ID

The [ResourceStatus.TermID] field stores the term ID of the description, which is stored in the [ResourceStatus.Description] field.

## 23. RESOURCETYPES – RESOURCE TYPES

### 23.1 GENERAL DESCRIPTION

The [ResourceTypes] table stores resource types. The types are Applicant, Contractor, Employee, Customer, Partner, Student, Temporary, Vacancy, etc.

### 23.2 RESOURCETYPES FIELD DETAILS

**Description** – Description

The [ResourceTypes.Description] field stores the description of the type.

**Division** – Division

The [ResourceTypes.Division] field is not used yet. It is added for future functionality.

**TermID** – Term ID

The [ResourceTypes.TermID] field stores the term ID of the description, which is stored in the [ResourceTypes.Description] field.

**Type** – Type

The [ResourceTypes.Type] field stores the code of the type.



## 24. STOCKOPTIONS – OPTIONS

### 24.1 GENERAL DESCRIPTION

The [StockOptions] table stores the stock options bought on company shares by the employees. To be able to register options, a role with function right 140, 'Create/edit option transactions' is required.

**Note:**

The [StockOptions] table is only used in Exact Synergy.

### 24.2 STOCKOPTIONS FIELD DETAILS

**CompanyName** – Name

The [StockOptions.CompanyName] field stores the description of the options.

**Currency** – Currency

The [StockOptions.Currency] field stores the code of the currency used in the options. The [StockOptions.Currency] field refers to the [Valuta.Valcode] field.

**Division** – Division

The [StockOptions.Division] field stores the division code of the user's division. The [StockOptions.Division] field stores the numeric value of the [Bedryf.Bednr] field. This field is not used yet. It is added for future functionality.

**EmpID** – Resource

The [StockOptions.EmpID] field stores the ID of the resource who has bought the options. The [StockOptions.EmpID] field refers to the [Humres.Res\_ID] field.

**EndDate** – End date

The [StockOptions.EndDate] field stores the expiry date of the options.

**ExercisePrice** – Exercise price

The [StockOptions.ExercisePrice] field stores the price the company shares have to have before the options start to have value.

**ID** – ID

The [StockOptions.ID] field stores the system generated database record identification number. This field is not functionally used.

**Notes** – Remarks

The [StockOptions.Notes] field stores the remarks of the options.

**PremiumAmount – Premium**

The [StockOptions.PremiumAmount] field stores the premium amount of the options. The premium amount is the difference between the current stock price and the exercise price.

**Note:**

This field is not enabled when the [StockOptions.Type] field = '2'.

**Qty – Quantity**

The [StockOptions.Qty] field stores the number of stock options purchased by the employee.

**Syscreated – Created date and time**

The [StockOptions.Syscreated] field stores the date and time that the options have been created.

**Syscreator – Creator**

The [StockOptions.Syscreator] field stores the ID of the resource who created the options. The [StockOptions.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified – Modified date and time**

The [StockOptions.Sysmodified] field stores the date and time that the options were last modified. Initially, this field contains the creation date.

**Sysmodifier – Modifier**

The [StockOptions.Sysmodifier] field stores the ID of the resource who last modified the options. Initially, this field contains the creator as is stored in the [StockOptions.Syscreator] field. The [StockOptions.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**TransactionDate – Transaction: Date**

The [StockOptions.TransactionDate] field stores the transaction date of the options.

**TransactionType – Type**

The [StockOptions.TransactionType] field stores the transaction type of the options. The [StockOptions.TransactionType] field can store one of the following values:

Value	Description
0	Granted
1	Buy
2	Sell
3	Canceled
4	Expired

**VestingDate – Vesting date**

The [StockOptions.VestingDate] field stores the date for which the buyer has the rights of ownership for the options. From this date until the expiry date of the options, the buyer has the right to exercise the options.

## 25. HREFFECTIVEDATEDATALOG – EFFECTIVE DATE DATA LOG

### 25.1 GENERAL DESCRIPTION

The [HREffectiveDateDataLog] tables stores the record of changes done to the human resource information. These records cover changes of crucial human resource information such as employment start date, reporting manager, job title, cost center, employee name and etc. The changes are recorded in a log format to enable authorization of the changes as and when required.

The [HREffectiveDateDataLog] tables are used in both Exact Synergy and Exact Globe Next to store information pertaining to human resource changes. The menu paths are as follows:

**Exact Synergy:** HRM → Entry → HRM → Authorize HR Changes

**Exact Globe Next:** HR → Entries → Authorize HR Changes

### 25.2 HREFFECTIVEDATEDATALOG FIELD DETAILS

#### **Division** – Division

The [HREffectiveDateDataLog.Division] field stores the division code. The [HREffectiveDateDataLog.Division] field stores the numeric value of the [Bedryf.Bednr] field. This field is not functionally used at this moment. It is added for future functionality.

#### **EffectiveDate** – Effective date

The [HREffectiveDateDataLog.EffectiveDate] field stores the date when the change to the specific resource information is authorized.

#### **FieldName** – Field name

The [HREffectiveDateDataLog.FieldName] field stores the name of the field that has been changed.

#### **ID** – ID

The [HREffectiveDateDataLog.ID] field contains the system generated database record identification number. This field is not functionally used.

#### **NewValue** – New value

The [HREffectiveDateDataLog.NewValue] field stores the new value of the field that has been changed.

#### **OldValue** – Old value

The [HREffectiveDateDataLog.OldValue] field stores the old value of the field that has been changed.

#### **Res\_id** – Resource

The [HREffectiveDateDataLog.Res\_id] field stores the resource ID where changes of the resource information has been recorded. The [HREffectiveDateDataLog.Res\_id] field refers to the [Humres.Res\_id] field.

**Status – Status**

The [HREffectiveDateDataLog.Status] field stores a value that indicates the status of the resource information changes. The [HREffectiveDateDataLog.Status] field can store one of the following values:

Value	Description
O	Open
A	Authorized
R	Rejected
P	Processed

**Syscreated – Created date and time**

The [HREffectiveDateDataLog.Syscreated] field stores the date and time the resource information changes were created.

**Syscreator – Creator**

The [HREffectiveDateDataLog.Syscreator] field stores the creator ID of the resource information changes. The [HREffectiveDateDataLog.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysguid – SysGuid**

The [HREffectiveDateDataLog.SysGuid] field stores the Guid generated by the system upon creation of the resource information changes. It has no functional meaning.

**Sysmodified – Modified date and time**

The [HREffectiveDateDataLog.Sysmodified] field stores the date and time that the resource information changes were last modified. Initially, this field contains the creation date.

**Sysmodifier – Modifier**

The [HREffectiveDateDataLog.Sysmodifier] field stores the resource that last modified the resource information. Initially, this field contains the creator as is stored in the [HREffectiveDateDataLog.Syscreator] field. The [HREffectiveDateDataLog.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**TableName – Table name**

The [HREffectiveDateDataLog.TableName] field stores the target database table where the new resource information will be stored.

**Timestamp – Timestamp**

The [HREffectiveDateDataLog.Timestamp] field stores the date and time the resource information changes were created. This field is only used in Exact Synergy.

**UpdateContractEnd – UpdateContractEnd**

The [HrEffectiveDateDataLog.UpdateContractEnd] field indicates if the 'HrBgJobs.exe' background job process will be carried out to update the payroll component end date for authorized resource contract end date change. The value '0' indicates that the background job process will proceed. The value '1' indicates that the background job process will not proceed.

**Note:**

The [HrEffectiveDateDataLog.UpdateContractEnd] field stores '0' for 'Yes' and '1' for 'No' based on the action of the message prompt 'Do you want to reactivate the existing payroll components?'.

## 26. HRHUMRESLINKS – RESOURCES LINK

### 26.1 GENERAL DESCRIPTIONS

The [HRHumresLinks] table stores the various types of resource links. The type of resource link is indicated at the [HRHumresLinks.Type] field.

**Note:**

At the time of this documentation, the [HRHumresLinks] table is only used for vacancy handling. The resource links created in this table are of vacancy types where [HRHumresLinks.Type] field has the value 'V'. Functionally, the links are displayed at the following menu path:

Exact Globe Next

- HR → Human resources → Maintain → Vacancies tab
- HR → Entries → Applicant → Vacancy

The [HRHumresLinks] table is created to support handling of multiple vacancies. User will be able to add in multiple vacancies from this screen by clicking the 'Add' button. Upon clicking one of the Vacancies, user will be able to fulfill and UN-fulfill the selected vacancies.

### 26.2 HRHUMRESLINKS FIELD DETAILS

**ChildID** – Children (Applicant)

The [HRHumresLinks.ChildID] field stores the resource/applicant ID of the resource link.

**Division** – Division

The [HRHumresLinks.Division] field stores the division code. The [HRHumresLinks.Division] field stores the numeric value of the [Bedryf.Bednr] field.

**ID** – ID

The [HRHumresLinks.ID] field contains the system generated database record identification number. This field is not functionally used.

**LinkedDate** – Linked date

The [HRHumresLinks.LinkedDate] field stores the date when an applicant is linked to a vacancy via matching program.

**MainLink** – Main link

The [HRHumresLinks.MainLink] field stores a value that indicates whether the vacancy is fulfilled by any applicant or not fulfilled. The [HRHumresLinks.MainLink] field can store one of the following values:

Value	Description
0	Not fulfilled
1	Fulfilled

**Res\_id** – Resource (Vacancy)

The [HRHumresLinks.Res\_ID] field stores the vacancy number linked to an applicant.

**Syscreated** – Created date & time

The [HRHumresLinks.Syscreated] field stores the date and time the resource link were created.

**Syscreator** – Creator

The [HRHumresLinks.Syscreator] field stores the creator ID of the resource link. The [HRHumresLinks.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified** – Modified date & time

The [HRHumresLinks.Sysmodified] field stores the date and time that the resource link were last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [HRHumresLinks.Sysmodifier] field stores the resource that last modified the resource link. Initially, this field contains the creator as is stored in the [HRHumresLinks.Syscreator] field. The [HRHumresLinks.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [HRHumresLinks.Timestamp] field stores the date and time the resource link were created. This field is only used in Exact Synergy.

**Type** – Type

The [HRHumresLinks.Type] field stores the type of resource link. Currently, this field is only used to store the vacancy link type with the value 'V'.

## 27. HRWDOC – WORD MERGE DOCUMENTS

### 27.1 GENERAL DESCRIPTIONS

The [Hrwdoc] table is used to store the word document templates that were created via the following menu path:

- System → General → Settings → Document Settings → CRM → Letters
- System → General → Settings → Document Settings → HRM → Letters

The path above enables you to create a Word merge template where the relevant fields from the human resources table [Humres] can be inserted into the letter template where appropriate. By doing this, a word document template has been created.

The Word template created above can be used at the following menu path:

- HR → Human Resources → Maintain → Word Merge button
- Payroll → Human Resources → Maintain → Word Merge button

Once the resource is selected in 'Maintain: Resource', the Word Merge button is enabled. Click the Word Merge button and the system will insert the values of the selected fields into the document thus creating a document that is addressed specifically to the resource. This facility is only available for letter and fax.

The Word Merge function can also be accessed via the Word Merge icon found at the tool bar in the 'Maintain: Resources' screen. When this icon is selected, all defined word templates is available for selection, and thus a letter/memo can be composed for the specified resource.

### 27.2 HRWDOC FIELD DETAILS

**Descr40\_0** – Multilanguage description 0

The [Hrwdoc.Descr40\_0] field stores a textual description of the Word merge document.

**Note:**

The [Hrwdoc.Descr40\_0] field is the first of five fields that stores such data. The other fields are [Hrwdoc.Descr40\_1], [Hrwdoc.Descr40\_2], [Hrwdoc.Descr40\_3] and [Hrwdoc.Descr40\_4].

**Descr40\_1** – Multilanguage description 1

The [Hrwdoc.Descr40\_1] field stores the first alternative language textual description of the Word merge document. This field is only enabled when the 'Description field 2' (at the [Settings.Settingname] field with the value "lang2") under 'Descriptions in list boxes' in the general setting is set with a different language (at the [Settings.StringValue] field).

**Note:**

The [Hrwdoc.Descr40\_1] field is the second of five fields that stores such data. The other fields are [Hrwdoc.Descr40\_0], [Hrwdoc.Descr40\_2], [Hrwdoc.Descr40\_3] and [Hrwdoc.Descr40\_4].

**Descr40\_2** – Multilanguage description 2

The [Hrwdoc.Descr40\_2] field stores the second alternative language textual description of the Word merge document. This field is only enabled when the 'Description field 3' (at the [Settings.Settingname] field with the value "lang3") under 'Descriptions in list boxes' in the general setting is set with a different language (at the [Settings.StringValue] field).

**Note:**

The [Hrwdoc.Descr40\_2] field is the third of five fields that stores such data. The other fields are [Hrwdoc.Descr40\_0], [Hrwdoc.Descr40\_1], [Hrwdoc.Descr40\_3] and [Hrwdoc.Descr40\_4].

**Descr40\_3** – Multilanguage description 3

The [Hrwdoc.Descr40\_3] field stores the third alternative language textual description of the Word merge document. This field is only enabled when the 'Description field 4' (at the [Settings.Settingname] field with the value "lang4") under 'Descriptions in list boxes' in the general setting is set with a different language (at the [Settings.StringValue] field).

**Note:**

The [Hrwdoc.Descr40\_3] field is the fourth of five fields that stores such data. The other fields are [Hrwdoc.Descr40\_0], [Hrwdoc.Descr40\_1], [Hrwdoc.Descr40\_2] and [Hrwdoc.Descr40\_4].

**Descr40\_4** – Multilanguage description 4

The [Hrwdoc.Descr40\_4] field stores the fourth alternative language textual description of the Word merge document. This field is only enabled when the 'Description field 5' (at the [Settings.Settingname] field with the value "lang5") under 'Descriptions in list boxes' in the general setting is set with a different language (at the [Settings.StringValue] field).

**Note:**

The [Hrwdoc.Descr40\_4] field is the fifth of five fields that stores such data. The other fields are [Hrwdoc.Descr40\_0], [Hrwdoc.Descr40\_1], [Hrwdoc.Descr40\_2] and [Hrwdoc.Descr40\_3].

**Division** – Division

The [Hrwdoc.Division] field stores the division code. The [Hrwdoc.Division] field stores the numeric value of the [Bedryf.Bednr] field. This field is not used at this moment. It is added for future functionality.



**Doc\_code** – Document template name

The [Hrwdoc.Doc\_code] field stores the name of the document template. This is a unique code with a maximum length of 8 characters.

**Docid** – Document GUID

The [Hrwdoc.Docid] field stores the system generated document GUID. This field is not functionally used.

**ID** – ID

The [Hrwdoc.ID] field stores the system generated database record identification number. This field is not functionally used.

**MergeType** – Merge Type

The [Hrwdoc.MergeType] field stores a value that indicates the type of merging for the document template. The [Hrwdoc.MergeType] field can store one of the following values:

Value	Description
X	CRM template such as quotation
Null	HRM template such as Confirmation, Appointment, letter of offer, release letter and target letter

**Syscreated** – Created date & time

The [Hrwdoc.Syscreated] field stores the date and time the Word merge document were created.

**Syscreator** – Creator

The [Hrwdoc.Syscreator] field stores the creator ID of the Word merge document. The [Hrwdoc.Syscreator] field refers to the [Humres.Res\_ID] field.

**SysGuid** – Sysguid

The [Hrwdoc.SysGuid] field stores the Guid generated by the system upon creation of the Word merge document. It has no functional meaning.

**Sysmodified** – Modified date & time

The [Hrwdoc.Sysmodified] field stores the date and time that the Word merge document were last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [Hrwdoc.Sysmodifier] field stores the resource that last modified the Word merge document. Initially, this field contains the creator as is stored in the [Hrwdoc.Syscreator] field. The [Hrwdoc.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [Hrwdoc.Timestamp] field stores the date and time the Word merge document were created.

**Type** – Type

The [Hrwdoc.Type] field stores a value that indicates the type of Word merge document. The [Hrwdoc.Type] field can store one of the following values:

Value	Description
H	For template such as appointment, confirmation, release, offer letter
C	For quotation template
T	For target letter template

## 28. HRCOMPETENCIES – COMPETENCY

### 28.1 GENERAL DESCRIPTION

The [HRCompetencies] table stores competency to be used in competency management. The competency is used to create resources' competency profiles. By default 13 competency is predefined. The number of the competency cannot be changed, but the description can. To be able to change the competency, the role with specific function right '346' (Resource competencies) is required.

**Note:**

The [HRCompetencies] table is used in competency management if the 'Competency method' setting is set to 'Simple'.

### 28.2 HRCOMPETENCIES FIELD DETAILS

**Description** – Description

The [HRCompetencies.Description] field stores the description of the competency.

**Division** – Division

The [HRCompetencies.Division] field is not used yet. It is added for future functionality.

**ID** – ID

The [HRCompetencies.ID] field stores the system generated database record identification number. This field is not functionally used.

**Sysmodified** – Modified date and time

The [HRCompetencies.Sysmodified] field stores the date and time that the competency was last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [HRCompetencies.Sysmodifier] field stores the ID of the resource who last modified the competency. Initially, this field contains the creator. The [HRCompetencies.Sysmodifier] field refers to the [Humres.Res\_ID] field.

## 29. HRCOMPETENCYRATINGS – HRCOMPETENCYRATINGS

### 29.1 GENERAL DESCRIPTION

The [HRCompetencyRatings] table stores the resources' competency profiles with all rated competency on a specific date. A resource is rated base on the competency defined for his job activity. To view or edit resources' competency profiles, a role with specific function right '346' (Resource competencies) and '359' (View/Edit Competency) is required.

**Note:**

The [HRCompetencyRatings] table is used in competency management if the 'Competency method' setting is set to 'Simple'.

The [HRCompetencyRatings] table is only used in Exact Synergy.

### 29.2 HRCOMPETENCYRATINGS FIELD DETAILS

**CompetencyID** – Competency

The [HRCompetencyRatings.CompetencyID] field stores the ID of the competency used in the competency profile. The [HRCompetencyRatings.CompetencyID] field refers to the [HRCompetencies.ID] field.

**Division** – Division

The [HRCompetencyRatings.Division] field stores the division code of the division for which the competency profile is valid. The [HRCompetencyRatings.Division] field stores the numeric value of the [Bedryf.Bednrn] field. This field is not used yet. It is added for future functionality.

**EmpID** – Resource

The [HRCompetencyRatings.EmpID] field stores the ID of the resource for the competency profile. The [HRCompetencyRatings.EmpID] field refers to the [Humres.Res\_ID] field.

**ID** – ID

The [HRCompetencyRatings.ID] field stores the system generated database record identification number. This field is not functionally used.

**Rating** – Rating

The [HRCompetencyRatings.Rating] field stores the rating for each competency used in the competency profile.

**ReferenceDate** – Reference: date

The [HRCompetencyRatings.ReferenceDate] field stores the reference date of the competency profile.

**Syscreated** – Created date and time

The [HRCompetencyRatings.Syscreated] field stores the date and time that the competency profile has been created.

**Syscreator** – Creator

The [HRCompetencyRatings.Syscreator] field stores the ID of the resource who has created the competency profile. The [HRCompetencyRatings.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified** – Modified date and time

The [HRCompetencyRatings.Sysmodified] field stores the date and time that the competency profile was last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [HRCompetencyRatings.Sysmodifier] field stores the ID of the resource who last modified the competency profile. Initially, this field contains the creator as is stored in the [HRCompetencyRatings.Syscreator] field. The [HRCompetencyRatings.Sysmodifier] field refers to the [Humres.Res\_ID] field.

# 30. COMPETENCY MANAGEMENT

## 30.1 OVERVIEW

Competency Management is an advanced feature in Exact Synergy that is used to assess and measure the competence of resources/applicants as well as to identify the key behaviors required for the resource/applicant to perform in an excellent manner. This enable the organization to recognize the right candidates and fit them into the right jobs.

There are various database tables used to support the competency management feature as described in the following sections.

**Note:**

The advanced competency management feature in Exact Synergy can be activated by setting the HRM/General/Settings/Competency: Method to Advanced where the [BacoSettings.StringValue] field stores the value '2' for SettingType (0), SettingGroup (General) and SettingName (CompetencyMethod).

## 30.2 HRMCOMPETENCEGROUPS – HRMCOMPETENCEGROUPS

### 30.2.1 General description

The [HRMCompetenceGroups] table stores the structure of the competences in groups. The competence groups belong to the highest level. In the competence group the number of levels of the competence model can be defined.

As some of the competencies can be narrowed down to a few levels as sub-competence, the competence group is necessary to build up after all the competencies are well categorized with respective specification.

The [HRMCompetenceGroups] table is used at the following Exact Synergy menu path:

HRM → Setup → Competency management → Competence groups

**Note:**

- Note that the following only apply for Exact Synergy and not for Exact Globe Next. Competence management is not a part of Exact Globe Next and is not available in product update 370.
- Resources with the 'HR – Division level and above', or any other resource with a role, with function rights 505 and 508 are able to create competence group.

### 30.2.2 HRMCompetenceGroups field details

#### **AddObjectives** – Add objectives

The [HRMCompetenceGroups.AddObjectives] field indicates whether the performance group is allowed to add their personal objectives. The value “0” indicates the performance group is not allowed to add their personal objectives. The value “1” indicates the performance group is allowed to add their personal objectives.

#### **CreatedBy** – Creator

The [HRMCompetenceGroups.CreatedBy] field stores the creator ID of the competence group. The [HRMCompetenceGroups.CreatedBy] field refers to the [Humres.Res\_ID] field.

#### **CreatedDate** – Created date and time

The [HRMCompetenceGroups.CreatedDate] field stores the date and time the competence group was created.

#### **Description** – Description

The [HRMCompetenceGroups.Description] field stores the user defined description of the competence group.

#### **Division** – Division

The [HRMCompetenceGroups.Division] field stores the division code. The [HRMCompetenceGroups.Division] field refers to the [Bedryf.Division] field.

#### **DocumentID** – Document ID

The [HRMCompetenceGroups.DocumentID] field stores the document ID when a resume type is created, where the [HRMCompetenceGroups.Type] field stores the value ‘V’.

#### **ID** – ID

The [HRMCompetenceGroups.ID] field stores the system generated database record identification number. This field is not functionally used.

#### **Levels** – Level

The [HRMCompetenceGroups.Level] field stores the number of sub-competency levels of the competence group. Each competence group can have a maximum of 4 levels of sub-competency.

#### **ModifiedBy** – Modifier

The [HRMCompetenceGroups.ModifiedBy] field stores the resource that last modified the competence group. Initially, this field contains the creator as is stored in the [HRMCompetenceGroups.CreatedBy] field. The [HRMCompetenceGroups.ModifiedBy] field refers to the [Humres.Res\_ID] field.

#### **ModifiedDate** – Modified date and time

The [HRMCompetenceGroups.ModifiedDate] field stores the date and time that the competence group were last modified. Initially, this field contains the creation date.

#### **RateObjectives** – Rate objectives

The [HRMCompetenceGroups.RateObjectives] field stores the rating status of the performance group. The [HRMCompetenceGroups.RateObjectives] field stores the following values:

Value	Description
N	No rating
F	Final rating
D	Draft rating

**Remark – Remark**

The [HRMCompetenceGroups.Remark] field stores the user defined remarks of the competence group.

**ShowObjectives – Show objectives**

The [HRMCompetenceGroups.ShowObjectives] field indicates whether the performance group is allowed to be displayed. The value “0” indicates the performance group is not allowed to be displayed. The value “1” indicates the performance group is allowed to be displayed.

**Type – Type**

The [HRMCompetenceGroup.Type] field stores the type of competence group. The [HRMCompetenceGroups.Type] field can store one of the following values:

Value	Description
C	Competency
S	Skill
R	Resume
Q	Questionnaire
M	Miscellaneous

## 30.3 HRMCOMPETENCEPROFILES – HRMCOMPETENCEPROFILES

### 30.3.1 General description

The [HRMCompetenceProfiles] table stores the list of resource's competency profiles created for different job groups/job activity/job title in Exact Synergy. The [HRMCompetenceProfiles] table also stores the final rating for the resource's competency profile.

The resource's competence profile can be found at the following menu paths in Exact Synergy Enterprise:

- HRM → Setup → General → Job groups
- HRM → Setup → General → Job activities
- HRM → Setup → General → Job titles

#### Note:

- Note that the following only apply for Exact Synergy and not for Exact Globe Next. Competence management is not a part of Exact Globe Next and is not available in product update 370.
- Resources with the 'HR – Division level and above', or any other resource with a role, with function rights 505 and 508 are able to create competence group.

### 30.3.2 HRMCompetenceProfiles field details

#### Active – Active

The [HRMCompetenceProfiles.Active] field indicates profiles which are active.

#### AddObjectives – Add objectives

The [HRMCompetenceProfiles.AddObjectives] field indicates whether the performance group is allowed to add their personal objectives. The value "0" indicates the performance group is not allowed to add their personal objectives. The value "1" indicates the performance group is allowed to add their personal objectives.

#### AgreementDate – Agreement date

The [HRMCompetenceProfiles.AgreementDate] field stores the date when the direct manager approve of the performance target determined for the resource.

#### CompanyCode – Company Code

The [HRMCompetenceProfiles.CompanyCode] field stores the division code when the competence profile is created.

#### CreatedBy – Creator

The [HRMCompetenceProfiles.CreatedBy] field stores the creator ID of the competence profile. The [HRMCompetenceProfiles.CreatedBy] field refers to the [Humres.Res\_ID] field.

#### CreatedDate – Created date and time

The [HRMCompetenceProfiles.CreatedDate] field stores the date and time the competence profile was created.

#### Description – Description

The [HRMCompetenceProfiles.Description] field stores the user defined description of the competence profile.



**Division** – Division

The [HRMCompetenceProfiles.Division] field stores the division code. The [HRMCompetenceProfiles.Division] field refers to the [Bedryf.Division] field.

**DocumentID** – Document ID

The [HRMCompetenceProfiles.DocumentID] field stores the document ID of the competence profile when a resume type is created, where the [HRMCompetenceGroups.Type] field stores the value 'CV'.

**EndDate** – End date

The [HRMCompetenceProfiles.EndDate] field stores the last date where the resource's competence profile is active.

**GroupID** – Group ID

The [HRMCompetenceProfiles.GroupID] field stores the GUID of the personal objective header group ID.

**ID** – ID

The [HRMCompetenceProfiles.ID] field stores the system generated database record identification number. This field is not functionally used.

**ItemCode** – Item code

The [HRMCompetenceProfiles.ItemCode] field is not functionally used. The [HRMCompetenceProfiles.ItemCode] field refers to the [Items.ItemCode] field.

**JobActivity** – Job activity

The [HRMCompetenceProfiles.JobActivity] field stores the specific job activity where the competence profile is created from.

**Note:**

The job activity, job group and job title are elements that forms the job system within Exact Synergy. It defines the functional skills set structure of resources in an organization. A competence profile can be created which links to any of these elements. Therefore, the [HRMCompetenceProfiles.JobActivity] field is only filled if the competence profile is created from the job activity.

**JobGroup** – Job group

The [HRMCompetenceProfiles.JobGroup] field stores the specific job group where the competence profile is created from.

**Note:**

The job activity, job group and job title are elements that forms the job system within Exact Synergy. It defines the functional skills set structure of resources in an organization. A competence profile can be created which links to any of these elements. Therefore, the [HRMCompetenceProfiles.JobGroup] field is only filled if the competence profile is created from the job group.

**JobTitle** – Job title

The [HRMCompetenceProfiles.JobTitle] field stores the specific job title where the competence profile is created from. The [HRMCompetenceProfiles.JobTitle] field refers to the [Hrjbt.Job\_title] field.

**Note:**

The job activity, job group and job title are elements that forms the job system within Exact Synergy. It defines the functional skills set structure of resources in an organization. A competence profile can be created which links to any of these elements. Therefore, the [HRMCompetenceProfiles.JobTitle] field is only filled if the competence profile is created from the job title.

**ModifiedBy** – Modifier

The [HRMCompetenceProfiles.ModifiedBy] field stores the resource that last modified the competence profile. Initially, this field contains the creator as is stored in the [HRMCompetenceProfiles.CreatedBy] field. The [HRMCompetenceProfiles.ModifiedBy] field refers to the [Humres.Res\_ID] field.

**ModifiedDate** – Modified date and time

The [HRMCompetenceProfiles.ModifiedDate] field stores the date and time that the competence profile were last modified. Initially, this field contains the creation date.

**Project** – Project

The [HRMCompetenceProfiles.Project] field stores the project code where the resource's competence profile is linked to. The [HRMCompetenceProfiles.Project] field refers to the [PrProject.ProjectNr] field.

**RateObjectives** – Rate objectives

The [HRMCompetenceProfiles.RateObjectives] field stores the status of the performance group. The [HRMCompetenceProfiles.RateObjectives] field stores the following values:

Value	Description
N	No
F	Final
D	Draft

**Rating** – Rating

The [HRMCompetenceProfiles.Rating] field stores the final rating of the resource's competence profile.

**Note:**

The [HRMCompetenceProfiles.Rating] field is only filled if a final rating has been allocated for the resource.

**Remark** – Remark

The [HRMCompetenceProfiles.Remark] field stores the user defined remark of the competence profile.

**RequestId** – Request ID

The [HRMCompetenceProfiles.RequestID] field stores the request ID of the request sent to the reviewer workflow to inform the reviewer of a resource review activity.

**RequestRemarks** – Request remarks

The [HRMCompetenceProfiles.RequestRemarks] field stores the norm value of the job title of the resources or applicants which have been defined in the job title's "Active" competence profile. Thus this field will be changed if the competency data or norm value is changed in the job title. If the competency data is defined in the competence profile for the resource or applicant but not defined in the job title's competence profile, the norm value in the resource or applicant competence profile will display "-".

**RequestStartDate** – Request start date

The [HRMCompetenceProfiles.RequestStartDate] field stores the date the workflow request is created and sent to the reviewer.

**ResourceId** – Resource ID

The [HRMCompetenceProfiles.ResourceId] field stores the resource ID of the resource attached to the competency profile. The [HRMCompetenceProfiles.ResourceId] field refers to the [Humres.Res\_ID] field.

**ReviewerId** – Reviewer ID

The [HRMCompetenceProfiles.ReviewerId] field stores the resource ID of the reviewer, which are usually the Manager/HR Personnel in charge of reviewing the resource.

**Score** – Score

The [HRMCompetenceProfiles.Score] field stores the final score of the competence profile.

**ShowObjectives** – Show objectives

The [HRMCompetenceProfiles.ShowObjectives] field indicates whether the performance group is allowed to be displayed. The value "0" indicates the performance group is not allowed to be displayed. The value "1" indicates the performance group is allowed to be displayed.

**StartDate** – Start date

The [HRMCompetenceProfiles.StartDate] field stores the first date where the resource's competence profile is active.

**Status** – Status

The [HRMCompetenceProfiles.Status] field stores a value that indicates the status of the resource's review result for the competency profile. The [HRMCompetenceProfiles.Status] field can store one of the following values:

Value	Description
N	None
R	Reviewed
F	Final
O	Open
D	Draft

**Type – Type**

The [HRMCompetenceProfiles.Type] field stores a value that indicates the type of source where the resource's competence profile is created. The [HRMCompetenceProfiles.Type] field can store one of the following values:

Value	Description
G	Job group
A	Applicant
T	Job title
EE	Edit Employee
NE	New Employee
R	Resource
V	Vacancy
C	Job activity

**Note:**

The value 'NE' and 'EE' is stored when the competence field is used at form layout.

**Weight – Weight**

The [HRMCompetenceProfiles.Weight] field stores the weight of the resource's competence profile.

## 30.4 HRMCOMPETENCES – HRMCOMPETENCES

### 30.4.1 General description

The [HRMCompetences] table stores the master data (for example, the competences) of the competence management concept. There are a few rules that define the structure of the competences stored in the [HRMCompetences] table:

- A competence is always linked to a competence group (stored in [HRMCompetenceGroups]).
- A field type (from [HRMFieldTypes] table) is always linked to a competence. The type of data that can be stored in a competence is determined by the field type that is linked to the competence.
- A competence can only belong to one level.
- Competence model enable the creation of more levels.
- One competence can belong to two different competence groups [HRMCompetenceGroups] or to two different competences. This means that it is possible to link competences to each other.

**Note:**

- Note that the following only apply for Exact Synergy and not for Exact Globe Next. Competence management is not a part of Exact Globe Next and is not available in product update 370.
- Resources with the 'HR – Division level and above', or any other resource with a role, with function rights 505 and 508 are able to create competence group.

### 30.4.2 HRMCompetences field details

**Code – Code**

The [HRMCompetences.Code] field stores the code of the competence.

**CreatedBy – Creator**

The [HRMCompetences.CreatedBy] field stores the creator ID of the competence. The [HRMCompetences.CreatedBy] field refers to the [Humres.Res\_ID] field.

**CreatedDate – Created date and time**

The [HRMCompetences.CreatedDate] field stores the date and time the competence was created.

**Description – Description**

The [HRMCompetences.Description] field stores the user defined description of the competence.

**Division – Division**

The [HRMCompetences.Division] field stores the division code. The [HRMCompetences.Division] field refers to the [Bedryf.Division] field.

**DocAttachmentID – Policy**

The [HRMCompetences.DocAttachmentID] field stores the document ID of the policy that is linked to the competence. The policy document is linked from [BacoDiscussions.ID] field.

**Factor – Factor**

The [HRMCompetences.factor] field stores the weightage of the competency.

**FieldTypeId** – Field type ID

The [HRMCompetences.FieldTypeId] field stores the identification number of the competence's field type. The [HRMCompetences.FieldTypeId] field refers to the [HRMFieldTypes.ID] field.

**Note:**

The [HRMCompetences.FieldTypeId] is a mandatory field.

**FieldTypeId2** – Achievement: Field type

The [HRMCompetences.FieldTypeId2] field stores the Guid generated by the system upon creation of competence for achievement field type in target agreement.

**ID** – ID

The [HRMCompetences.ID] field stores the system generated database record identification number. This field is not functionally used.

**LinkedToId** – Linked to ID

The [HRMCompetences.LinkedToId] field stores the identification number that links the competences to each other on the same level at [HRMCompetences.Level].

**Note:**

The [HRMCompetences.LinkedToId] field is used in scenario when one competence belongs to two competence groups. In that case two competences must be created. For functionality later in the process, these competences can be linked together.

**ModifiedBy** – Modifier

The [HRMCompetences.ModifiedBy] field stores the resource that last modified the competence. Initially, this field contains the creator as is stored in the [HRMCompetences.CreatedBy] field. The [HRMCompetences.ModifiedBy] field refers to the [Humres.Res\_ID] field.

**ModifiedDate** – Modified date and time

The [HRMCompetences.ModifiedDate] field stores the date and time that the competence were last modified. Initially, this field contains the creation date.

**Notes** – Notes

The [HRMCompetences.Notes] field stores the user defined definition for the competence.

**PersonalObjectiveHeader** – Personal objective header

The [HRMCompetences.PersonalObjectiveHeader] field indicates whether the competence is a personal performance objective header. The value "0" indicates the competence is not a personal performance objective header. The value "1" indicates the competence is a personal performance header.

**Type** – Type

The [HRMCompetences.Type] field stores the type of competence. The [HRMCompetences.Type] field can store one of the following values:

Value	Description
C	Competency
S	Skill
A	Attitude

## 30.5 HRMCOMPETENCELINKS – HRM COMPETENCE LINKS

### 30.5.1 General description

The [HRMCompetenceLinks] table stores the actual values of the competences that are linked to a profile. Depending on the number of competences linked to a profile, every single value recorded for the competence will be stored, such as a resource's education is 'University' or rating for communication is a 'C'.

The type of data that can be stored is very diverse; therefore a column/record is created in the [HRMCompetenceLinks] table for every field type defined in [HRMFieldTypes] table.

**Note:**

- Note that the following only apply for Exact Synergy and not for Exact Globe Next. Competence management is not a part of Exact Globe Next and is not available in product update 370.
- Resources with the 'HR – Division level and above', or any other resource with a role, with function rights 505 and 508 are able to create competence link.

### 30.5.2 HRMCompetenceLinks field details

**CardLayoutID** – Card layout ID

The [HRMCompetenceLinks.CardLayoutID] field stores the system generated Guid used to indicate the link between competences and resource card. The [HRMCompetenceLinks.CardLayoutID] field is used to support competency field in resource card where the competences attached to a resource can be retrieved and displayed.

**Competenceld** – Competence ID

The [HRMCompetenceLinks.Competenceld] field stores the competence ID of the competence link. The [HRMCompetenceLinks.Competenceld] field refers to the [HRMCompetenceRelations.ID] field.

**CreatedBy** – Creator

The [HRMCompetenceLinks.CreatedBy] field stores the creator ID of the competence link. The [HRMCompetenceLinks.CreatedBy] field refers to the [Humres.Res\_ID] field.

**CreatedDate** – Created date and time

The [HRMCompetenceLinks.CreatedDate] field stores the date and time the competence link was created.

**DateValue** – Date value

The [HRMCompetenceLinks.DateValue] field stores the actual date value when the [HRMFieldTypes.Type] field stores the value 'D'. The value in [HRMFieldTypes.Type] field can be retrieved from the competence linked by the [HRMCompetenceLinks.Competenceld] field.

**Division** – Division

The [HRMCompetenceLinks.Division] field stores the division code. The [HRMCompetenceLinks.Division] field refers to the [Bedryf.Division] field.

**DoubleValue** – Double value

The [HRMCompetenceLinks.DoubleValue] field stores the actual double value when the [HRMFieldTypes.Type] field stores the value 'N'. The value in [HRMFieldTypes.Type] field can be retrieved from the competence linked by the [HRMCompetenceLinks.Competenceld] field.

**FormElementId** – Form element ID

The [HRMCompetenceLinks.FormElementId] field stores the form element ID of the competence link. The [HRMCompetenceLinks.FormElementId] field refers to the [HRMFormElements.ID] field.

**Frequency** – Frequency

The [HRMCompetenceLinks.Frequency] field stores the frequency of the review period of the target agreement. The [HRMCompetenceLinks.Frequency] field can store one of the following values:

Value	Description
1	Monthly
2	Quarterly
3	Bi-yearly
4	Yearly

**Note:**

The [HRMCompetenceLinks.Frequency] field is one of the factor that determines the number of rows displayed at the target agreement screen.

**GroupSequenceNr** – Group sequence number

The [HRMCompetenceLinks.GroupSequenceNr] field stores the group sequence number of the competence link.

**GuidValue** – Guid value

The [HRMCompetenceLinks.GuidValue] field stores the actual Guid value when the [HRMFieldTypes.Type] field stores the value 'A' or 'R'. The value in [HRMFieldTypes.Type] field can be retrieved from the competence linked by the [HRMCompetenceLinks.CompetenceId] field.

**ID** – ID

The [HRMCompetenceLinks.ID] field stores the system generated database record identification number. This field is not functionally used.

**Level** – Level

The [HRMCompetenceLinks.Level] field stores the level of the target created in the target agreement. The [HRMCompetenceLinks.Level] field can store one of the following values:

Value	Description
1	Corporate
2	Group
3	Division
4	Cost center group
5	Cost center
6	Project
7	Location
8	Job group
9	Job activity
10	Job title
11	Role
12	Resource (Default)

**ModifiedBy** – Modifier

The [HRMCompetenceLinks.ModifiedBy] field stores the resource that last modified the competence link. Initially, this field contains the creator as is stored in the [HRMCompetenceLinks.CreatedBy] field. The [HRMCompetenceLinks.ModifiedBy] field refers to the [Humres.Res\_ID] field.



**ModifiedDate** – Modified date and time

The [HRMCompetenceLinks.ModifiedDate] field stores the date and time that the competence link were last modified. Initially, this field contains the creation date.

**ParentID** – Parent ID

The [HRMCompetenceLinks.ParentID] field stores the parent ID that links to the target value of the achievement created in a profile. The [HRMCompetenceLinks.ParentID] field refers to the [HRMCompetenceLinks.ID] field of the target value.

**Note:**

The [HRMCompetenceLinks.ParentID] field is used for target agreement function.

**ProfileId** – Profile ID

The [HRMCompetenceLinks.ProfileId] field stores the profile ID associated with the competence link. The [HRMCompetenceLinks.ProfileId] field refers to the [HRMCompetenceProfiles.ID] field.

**Remark** – Remark

The [HRMCompetenceLinks.Remark] field stores the remark for the target in the target agreement.

**SelectionValue** – Selection value

The [HRMCompetenceLinks.SelectionValue] field stores the actual selection value when the [HRMFieldTypes.Type] field stores the value 'V'. The value in [HRMFieldTypes.Type] field can be retrieved from the competence linked by the [HRMCompetenceLinks.CompetenceId] field.

**SequenceNumber** – Sequence number

The [HRMCompetenceLinks.SequenceNumber] field stores the sequence of the field value in a target agreement field type.

**StringValue** – String value

The [HRMCompetenceLinks.StringValue] field stores the actual string value when the [HRMFieldTypes.Type] field stores the value 'T'. The value in [HRMFieldTypes.Type] field can be retrieved from the competence linked by the [HRMCompetenceLinks.CompetenceId] field.

**Weight** – Weight

The [HRMCompetenceLinks.Weight] field stores the weight of the desired value for a competence in its profile. The [HRMCompetenceLinks.Weight] field is used for matching purposes.

**YesNoValue** – Yes/No value

The [HRMCompetenceLinks.YesNoValue] field stores the actual yes/no value when the [HRMFieldTypes.Type] field stores the value 'Y'. The value in [HRMFieldTypes.Type] field can be retrieved from the competence linked by the [HRMCompetenceLinks.CompetenceId] field.

## 30.6 HRMCOMPETENCERELATIONS – HRM COMPETENCE RELATIONS

### 30.6.1 General description

The [HRMCompetenceRelations] table serves as the relationship between competences and competence groups. Therefore, all the competences will be identified by a unique code, and the competence groups will link competences from a common pool. Each competence is given a unique code. Thus users have the option to choose between reusing the existing competence, or creating new competences for the competence groups.

### 30.6.2 HRMCompetenceRelations field details

#### **ID – ID**

The [HRMCompetenceRelations.ID] field stores the system generated database record identification number. This field is not functionally used.

#### **CompetenceID – Competence ID**

The [HRMCompetenceRelations.CompetenceID] field stores the competence ID of the competence link. The [HRMCompetenceRelations.ID] field refers to the [HRMCompetences.ID] field.

#### **GroupID – Group ID**

The [HRMCompetenceRelations.GroupID] field stores the identification number of the competence's competence group. The [HRMCompetenceRelations.GroupID] field refers to the [HRMCompetenceGroups.ID] field.

Note: The [HRMCompetenceGroups.ID] field is also filled for competences that are on a higher level than level 1.

#### **ParentID – Parent ID**

The [HRMCompetenceRelations.ParentID] field stores the identification number of the competence that is linked by a lower level competence. For example, if the competence group has two levels. Then, all level 2 competences are linked to a competence in level 1 indicated in this field. This also means the [HRMCompetenceRelations.ParentID] field is empty for competences on level 1.

#### **Level – Level**

The [HRMCompetenceRelations.Level] field stores the level of the competence.

#### **SequenceNumber – Sequence number**

The [HRMCompetenceRelations.SequenceNumber] field stores the sequence number of the competence.

#### **Creator – Creator**

The [HRMCompetenceRelations.Creator] field stores the creator ID of the competence. The [HRMCompetenceRelations.Creator] field refers to the [Humres.Res\_ID] field.

#### **Created – Created date and time**

The [HRMCompetenceRelations.Created] field stores the date and time the competence was created.

#### **Modifier – Modifier**

The [HRMCompetenceRelations.Modifier] field stores the resource that last modified the competence. Initially, this field contains the creator as is stored in the [HRMCompetenceRelations.Creator] field. The [HRMCompetenceRelations.Modifier] field refers to the [Humres.Res\_ID] field.

**Modified** – Modified date and time

The [HRMCompetenceRelations.Modified] field stores the date and time that the competence was last modified. Initially, this field contains the creation date.

## 30.7 HRMSELECTIONVALUES – HRM SELECTION VALUES

### 30.7.1 General description

The [HRMSelectionValues] table stores all the possible selection/test values of a field type (where it is only applicable if [HRMFieldTypes.Type] field has the value 'V'). The field type and the selection/test values have a one to many relationships. The [HRMSelectionValues] table also makes it possible to indicate the weight of the selection/test values and to provide a description to the selection/test values.

**Note:**

- Note that the following only apply for Exact Synergy and not for Exact Globe Next. Competence management is not a part of Exact Globe Next and is not available in product update 370.
- Resources with the 'HR – Division level and above', or any other resource with a role, with function rights 505 and 508 are able to create selection/test values.

### 30.7.2 HRMSelectionValues field details

**CreatedBy** – Creator

The [HRMSelectionValues.CreatedBy] field stores the creator ID of the selection/test value. The [HRMSelectionValues.CreatedBy] field refers to the [Humres.Res\_ID] field.

**CreatedDate** – Created date and time

The [HRMSelectionValues.CreatedDate] field stores the date and time the selection/test value was created.

**Description** – Description

The [HRMSelectionValues.Description] field stores the description of the selection/test value.

**DisplayValue** – Display value

The [HRMSelectionValues.DisplayValue] field stores the selection/test value that will be displayed on screen.

**Note:**

The [HRMSelectionValues.DisplayValue] will be optionally shown if the selection/test values are shown in a combo box. This also means that the [HRMSelectionValues.SequenceNumber] field and [HRMSelectionValues.DisplayValue] field isn't just shown anywhere.

**Division** – Division

The [HRMSelectionValues.Division] field stores the division code. The [HRMSelectionValues.Division] field refers to the [Bedryf.Division] field.

**FieldTypeId** – Field type ID

The [HRMSelectionValues.FieldTypeId] field stores the field type ID of the selection/test value. The [HRMSelectionValues.FieldTypeId] field refers to the [HRMFieldTypes.ID] field.

**Note:**

A record in [HRMSelectionValues] can only exist when the [HRMFieldTypes.Type] field stores the value 'V'.

**ID** – ID

The [HRMSelectionValues.ID] field stores the system generated database record identification number. This field is not functionally used.

**Maximum** – Maximum

The [HRMSelectionValues.Maximum] field stores the maximum value of the selection/test value created.

**Minimum** – Minimum

The [HRMSelectionValues.Minimum] field stores the minimum value of the selection/test value created.

**ModifiedBy** – Modifier

The [HRMSelectionValues.ModifiedBy] field stores the resource that last modified the selection/test value. Initially, this field contains the creator as is stored in the [HRMSelectionValues.CreatedBy] field. The [HRMSelectionValues.ModifiedBy] field refers to the [Humres.Res\_ID] field.

**ModifiedDate** – Modified date and time

The [HRMSelectionValues.ModifiedDate] field stores the date and time that the selection/test value were last modified. Initially, this field contains the creation date.

**Notes** – Notes

The [HRMSelectionValues.Notes] field stores the user defined definition of the selection/test value.

**SequenceNumber** – Sequence number

The [HRMSelectionValues.SequenceNumber] field stores the sequence number that indicates the display order of the selection/test value in a combo box.

**Value** – Value

The [HRMSelectionValues.Value] field stores an internal number of the selection/test value. The [HRMSelectionValues.Value] field will be used for referencing at the [HRMCompetenceLinks.SelectionValue] field.

**Weight** – Weight

The [HRMSelectionValues.Weight] field stores a value that indicates the weight of the selection/test value. The weight is used for matching, evaluation and review purposes.

## 30.8 COMPETENCEMATCHPROFILES – COMPETENCE MATCH PROFILES

### 30.8.1 General description

The [CompetenceMatchProfiles] table stores the matching profile (template) for every competence profile. Multiple matching profiles can be defined to link up with each individual competence profile.

The [CompetenceMatchProfiles.ProfileID] field and the [HRMCompetenceProfiles.ID] field are used to indicate the link between the matching profile and competence profile. This link indication also enables retrieval of information such as profile type from [HRMCompetenceProfiles] table.

The [CompetenceMatchProfile.ID] field and the [MatchingCompetences.MatchProfileID] field are used to indicate the link between matching profile to the relevant matching competences.

**Note:**

Matching is only allowed for competences that belong to field type 'Yes/No', 'Date' and 'Value'.

### 30.8.2 CompetenceMatchProfiles field details

**Account** – Account

The [CompetenceMatchProfiles.Account] field stores the reference Guid of the customer code linked to the competence match profile.

The [CompetenceMatchProfiles.Account] field is only used if the competence match profile is created for a customer vacancy.

The [CompetenceMatchProfiles.Account] field refers to the [Cicmpy.Cmp\_wnn] field.

**Created** – Created date and time

The [CompetenceMatchProfiles.Created] field stores the date and time the competence match profile was created.

**Creator** – Creator

The [CompetenceMatchProfiles.Creator] field stores the creator ID of the competence match profile.

The [CompetenceMatchProfiles.Creator] field refers to the [Humres.Res\_ID] field.

**CriteriaField** – Criteria field

The [CompetenceMatchProfiles.CriteriaField] field stores the matching criteria of the competence match profile.

**Description** – Description

The [CompetenceMatchProfiles.Description] field stores the user defined descriptions of the competence match profile.

**ID** – ID

The [CompetenceMatchProfiles.ID] field stores the Guid generated by the system upon creation of the competence match profile.

**Modified** – Modified date and time

The [CompetenceMatchProfiles.Modified] field stores the date and time the competence match profile were last modified.

Initially, this field contains the creation date.

**Modifier** – Modifier

The [CompetenceMatchProfiles.Modifier] field stores the resource that last modified the competence match profile.

Initially, this field contains the creator as is stored in the [CompetenceMatchProfiles.Creator] field.

The [CompetenceMatchProfiles.Modifier] field refers to the [Humres.Res\_ID] field.

**ProfileID** – Profile ID

The [CompetenceMatchProfiles.ProfileID] field stores the Guid that indicates the link between the matching profile and the competence profile.

The [CompetenceMatchProfiles.ProfileID] field refers to the [HRMCompetenceProfiles.ID] field.

## 30.9 MATCHINGCOMPETENCES – MATCHING COMPETENCES

### 30.9.1 General description

The [MatchingCompetences] table stores all the competences linked to every competence profile created as a template of matching criterias. The [MatchingCompetences] table is a duplicate record in [HRMCompetenceLinks] that allow users to prioritize and preset criteria for matching template.

The [MatchingCompetences.MatchProfileID] field and the [CompetenceMatchProfiles.ID] field are used to indicate the link between **competence** and the relevant **matching profile**.

The [MatchingCompetences.CompetenceID] field and the [HRMCompetences.ID] field are used to indicate the link between **competence** and **matching template**.

**Note:**

Matching is only allowed for competences that belong to field type 'Yes/No', 'Date' and 'Value'.

### 30.9.2 MatchingCompetences field details

**CompetenceId** – Competence ID

The [MatchingCompetences.CompetenceId] field stores the Guid that indicates the link between the matching template and the competences.

The [MatchingCompetences.CompetenceId] refers to the [HRMCompetences.ID] field.

**Created** – Created date and time

The [MatchingCompetences.Created] field stores the date and time the matching competence was created.

**Creator** – Creator

The [MatchingCompetences.Creator] field stores the creator ID of the matching competence.

The [MatchingCompetences.Creator] field refers to the [Humres.Res\_ID] field.

**ID** – ID

The [MatchingCompetences.ID] field stores the Guid generated by the system upon creation of the matching competence.



**Mandatory** – Mandatory

The [MatchingCompetences.mandatory] field stores a value that indicates whether the matching competence is set as a minimum requirement during the matching process.

The [MatchingCompetences.mandatory] field can store one of the following values:

Value	Description
0	Not mandatory
1	Mandatory

**Note:**

If the [MatchingCompetences.mandatory] field stores the value '0' for the competence, it indicates that the competence is not a minimum requirement but the competence would still be taken into consideration during the matching process based on the full set of competences defined in the template.

**MatchProfileId** – Match profile ID

The [MatchingCompetences.MatchProfileId] field stores the Guid that indicates the link between the competences and the matching profile.

The [MatchingCompetences.MatchProfileId] field refers to the [CompetenceMatchProfiles.ID] field.

**Modified** – Modified date and time

The [MatchingCompetences.Modified] field stores the date and time the matching competence were last modified.

Initially, this field contains the creation date.

**Modifier** – Modifier

The [MatchingCompetences.Modifier] field stores the resource that last modified the matching competence.

Initially, this field contains the creator as is stored in the [MatchingCompetences.Creator] field.

The [MatchingCompetences.Modifier] field refers to the [Humres.Res\_ID] field.

# 31. HRMFORMLAYOUTS – HRMFORMLAYOUTS

## 31.1 GENERAL DESCRIPTIONS

The [HRMFormLayouts] table stores several types of form layouts such as vacancy, applicant, resource, customer and etc. These are usually the fixed type form layouts that can be customized by the user. The user can also create new form layout so that for different type of vacancy, they can have a different screen dependent on the vacancy.

**Note:**

The [HRMFormLayouts] table is only used in Exact Synergy. By default, resources with the following role can access the functionality mentioned above, or any other resource with a role, where function rights 147,121 and 524 is added to:

- Administrator
- HR
- HR Assistant
- Customer Manager
- Reseller Manager

## 31.2 HRMFORMLAYOUTS FIELD DETAILS

**Assortment** – Assortment

The [HRMFormLayouts.Assortment] field stores the assortment code of the item card form layout.

**CompanyCode** – Company code

The [HRMFormLayouts.CompanyCode] field stores the division code where the form layout belongs.

**CreatedBy** – Creator

The [HRMFormLayouts.CreatedBy] field stores the creator ID of the form layout. The [HRMFormLayouts.CreatedBy] field refers to the [Humres.Res\_ID] field.

**CreatedDate** – Created date and time

The [HRMFormLayouts.CreatedDate] field stores the date and time the form layout was created.

**Description** – Description

The [HRMFormLayouts.Description] field stores the user defined description of the form layout. This description is visible on the screen.

**Division** – Division

The [HRMFormLayout.Division] field stores the division code. The [HRMFormLayout.Division] field refers to the [Bedryf.Division] field.

**ID – ID**

The [HRMFormLayouts.ID] field stores the system generated database record identification number. This field is not functionally used.

**ModifiedBy – Modifier**

The [HRMFormLayouts.ModifiedBy] field stores the resource that last modified the form layout. Initially, this field contains the creator as is stored in the [HRMFormLayouts.CreatedBy] field. The [HRMFormLayouts.ModifiedBy] field refers to the [Humres.Res\_ID] field.

**ModifiedDate – Modified date and time**

The [HRMFormLayouts.ModifiedDate] field stores the date and time that the form layout were last modified. Initially, this field contains the creation date.

**Type – Type**

The [HRMFormLayouts.Type] field stores a value that indicates the type of form layout. The [HRMFormLayouts.Type] field is used to determine whether the form layout is fixed type for default employee card or a vacancy dependent applicant card. The [HRMFormLayouts.Type] field can store one of the following values:

Value	Description
EV	Edit Vacancy
NV	New Vacancy
RV	Read Vacancy
EA	Edit Applicant
NA	New Applicant
RA	Read Applicant
EE	Edit Employee (Resource)
NE	New Employee (Resource)
RE	Read Employee (Resource)
EP	Edit Employee Self-Service Portal
RP	Read Employee Self-Service Portal
NP	New Employee Self-Service Portal
RK	Read Customer
RR	Read Partner

## 32. HRMFORMELEMENTS – HRMFORMELEMENTS

### 32.1 GENERAL DESCRIPTION

The [HRMFormElements] table stores the elements belonging to a form layout shown on the screen. There are two categories of elements stored in the [HRMFormElements] table. The first category of elements is from fields that belong to the [Humres] table. The other category of elements is from the competences stored in the [HRMCompetences] table. All the elements stored are used to create form layout stored in [HRMFormLayouts] table.

For every record of element, an indication can be set to determine the type of role that is allowed to view and/or edit the field. The roles available are as follows:

- The resource
- The manager
- The resource with specific function right
- The resource with security level.

It is also possible to indicate whether a field will be visible (at the [HRMFormElements.Deselect] field) on the screen and the location (at the [HRMFormElements.SequenceNumber] field) where the field will be displayed.

**Note:**

The [HRMFormElements] table is only used in Exact Synergy. By default, resources with the following role can access the functionality mentioned above, or any other resource with a role, where function rights 147,121 and 524 is added to:

- Administrator
- HR
- HR Assistant
- Customer Manager
- Reseller Manager

### 32.2 HRMFORMELEMENTS FIELD DETAILS

**AddEmptyValue** – Add empty value

The [HRMFormElements.AddEmptyValue] field stores the empty value used in a combo box on the screen.

**AutoAuthorizeRole** – Auto authorize role

The [HRMFormElements.AutoAuthorizeRole] field is not used.

**AutoAuthorizeRoleLevel** – Auto authorize role level

The [HRMFormElements.AutoAuthorizeRoleLevel] field is not used.

**Caption** – Caption

The [HRMFormElements.Caption] field stores the competence name displayed on the screen. The [HRMFormElements.Caption] field is used when the form element is a section header on the screen.

**ColumnCount** – Column count

The [HRMFormElements.ColumnCount] field stores a value that determines in which column the field will be displayed on the screen. The [HRMFormElements.ColumnCount] field can store one of the following values:

Value	Description
1	Left column
2	Right column

**CreatedBy** – Creator

The [HRMFormElements.CreatedBy] field stores the creator ID of the form element. The [HRMFormElements.CreatedBy] field refers to the [Humres.Res\_ID] field.

**CreatedDate** – Created date and time

The [HRMFormElements.CreatedDate] field stores the date and time the form element was created.

**Deselect** – Deselect

The [HRMFormElements.Deselect] field stores a value that indicates whether a form element is hidden or not hidden from the screen. The [HRMFormElements.Deselect] field can store one of the following values:

Value	Description
1	Hide
0	Unhide

**Division** – Division

The [HRMFormElements.Division] field stores the division code. The [HRMFormElements.Division] field refers to the [Bedryf.Division] field.

**EditFunction** – Edit function

The [HRMFormElements.EditFunction] field stores the function rights ID belonging to a resource that contain the rights to edit the form element.

**EditManager** – Edit manager

The [HRMFormElements.EditManager] field stores a value that indicates whether the resource's manager is allowed to edit the form element for his/her subordinates. The [HRMFormElements.EditManager] field can store one of the following values:

Value	Description
1	Allowed
0	Not allowed

**EditResource** – Edit resource

The [HRMFormElements.EditResource] field stores a value that indicates whether the resource is allowed to edit his/her own resource card. The [HRMFormElements.EditResource] field can store one of the following values:

Value	Description
1	Allowed
0	Not allowed

**EditSecurityLevel** – Edit security level

The [HRMFormElements.EditSecurityLevel] field stores the security level that is allowed to edit the form element.

**Note:**

Any security level number that is higher than the stored security level number is also allowed to edit the form element.

**EffectiveDateLog** – Effective date log

The [HRMFormElements.EffectiveDateLog] field stores a value that indicates whether the form element has effective date log function. The [HRMFormElements.EffectiveDateLog] field can store one of the following values:

Value	Description
1	Effective date log is ON
0	Effective date log is OFF

**FormLayoutId** – Form layout ID

The [HRMFormElements.FormLayoutId] field stores the form layout ID of the form element. This is because every form element belongs to a form layout. The [HRMFormElements.FormLayoutId] field refers to the [HRMFormLayouts.ID] field.

**ID** – ID

The [HRMFormElements.ID] field stores the system generated database record identification number. This field is not functionally used.

**IsGroup** – Is group

The [HRMFormElements.IsGroup] field stores a value that indicates whether a form element is a group field or not. The [HRMFormElements.IsGroup] field can store one of the following values:

Value	Description
1	Form element is a group field
0	Form element is not a group field

**IsRadioSet** – Is radio set

The [HRMFormElements.IsRadioSet] field stores a value that indicates whether radio button need to be shown on a combo box on the screen. The [HRMFormElements.IsRadioSet] field can store one of the following values:

Value	Description
1	Radio button shown
0	Radio button not shown

**Mandatory** – Mandatory

The [HRMFormElements.Mandatory] field stores a value that indicates whether a form element is a mandatory field or not a mandatory field. The [HRMFormElements.Mandatory] field can store one of the following values:

Value	Description
0	Not mandatory
1	Mandatory
2	System mandatory

**ModifiedBy** – Modifier

The [HRMFormElements.ModifiedBy] field stores the resource that last modified the form element. Initially, this field contains the creator as is stored in the [HRMFormElements.CreatedBy] field. The [HRMFormElements.ModifiedBy] field refers to the [Humres.Res\_ID] field.

**ModifiedDate** – Modified date and time

The [HRMFormElements.ModifiedDate] field stores the date and time that the form element were last modified. Initially, this field contains the creation date.

**ParentElementId** – Parent element ID

The [HRMFormElements.ParentElementId] field stores the ID that link the form element to another form element that belongs to the same group (if any). For example, five fields can be linked to one form element which is a section header. The [HRMFormElements.ParentElementId] field refers to the [HRMFormElements.ID] field.

**Reference** – Reference

The [HRMFormElements.Reference] field stores the SQL-column names of the form element. The [HRMFormElements.Reference] field is used when data from [Humres] table must be shown on the screen.

**RequireAuthorize** – Require authorize

The [HRMFormElements.RequireAuthorize] field is not used.

**SequenceNumber** – Sequence number

The [HRMFormElements.SequenceNumber] field stores all the related form element position number based on the location of the element on the screen.

**ShowKeyInCombo** – Show key in combo

The [HRMFormElements.ShowKeyInCombo] field stores a value that indicates whether the [HRMSelectionValues.DisplayValue] will be shown when using a combo box. The [HRMFormElements.ShowKeyInCombo] field can store one of the following values:

Value	Description
1	Shown
0	Not shown

**TermID** – Term ID

The [HRMFormElements.TermID] field stores the term ID of the form element.

**UserDefineCaption** – User define caption

The [HRMFormElements.UserDefineCaption] field stores the user defined display name of the form element.

**ViewFunction** – View function

The [HRMFormElements.ViewFunction] field stores the function rights ID belonging to a resource that contain the rights to view the form element.

**ViewManager** – View manager

The [HRMFormElements.ViewManager] field stores a value that indicates whether the resource's manager is allowed to view the form element for his/her subordinates. The [HRMFormElements.ViewManager] field can store one of the following values:

Value	Description
1	Allowed
0	Not allowed

**ViewResource** – View resource

The [HRMFormElements.ViewResource] field stores a value that indicates whether the resource is allowed to view his/her own resource card. The [HRMFormElements.ViewResource] field can store one of the following values:

Value	Description
1	Allowed
0	Not allowed

**ViewSecurityLevel** – View security level

The [HRMFormElements.ViewSecurityLevel] field stores the security level that is allowed to view the form element.

**Note:**

Any security level number that is higher than the stored security level number is also allowed to view the form element.



## 33. HRPROCESSLOGS – HR PROCESS LOGS

### 33.1 GENERAL DESCRIPTION

The [HRProcessLogs] table stores all the generated HR requests based on the HR activities. These requests are stored to verify if a request is already generated and to enable sequential requests.

**Note:**

The [HRProcessLogs] table is created as part of the three tables created to be used in the intelligent process flow management. The other two tables are [HRProcessTypes] and [HRProcessRequests].

### 33.2 HRPROCESSLOGS FIELD DETAILS

**Division** – Division

The [HRProcessLogs.Division] field stores the division code. The [HRProcessLogs.Division] field refers to the [Bedryf.Division] field.

**EmpID** – Employee ID

The [HRProcessLogs.EmpID] field stores the resource ID involved in the HR request that is stored in the HR process log.

**FieldName** – Field name

The [HRProcessLogs.Fieldname] field stores the field name used for process actions. The [HrProcessLogs.Fieldname] field is used for viewing purposes.

**HREffectiveDateDataLogID** – HR effective date data log ID

The [HRProcessLogs.HREffectiveDateDataLogID] field stores the generated request based on the record in [HREffectiveDateDataLog] table. The [HrProcessLogs.HREffectiveDateDataLogID] field is used for viewing purposes.

**ID** – ID

The [HRProcessLogs.ID] field stores the system generated database record identification number. This field is not functionally used.

**OriginalRequest** – Original request

The [HRProcessLogs.OriginalRequest] field stores the request ID where the process action is generated. The [HrProcessLogs.OriginalRequest] field is used for viewing purposes.

**ProcessRequestsID** – Process requests ID

The [HRProcessLogs.ProcessRequestsID] field stores requests ID generated for the HR process. The [HRProcessLogs.ProcessRequestsID] field refers to the [HRProcessTypes.ID] field.

**ReferenceDate** – Reference date

The [HRProcessLogs.ReferenceDate] field stores the original date of the request generated for the HR process.

**Note:**

The value stored in [HRProcessLogs.ReferenceDate] field is determined based on the [HRProcessRequests.Status] field and [HRProcessRequests.UseRequest] field.

**RequestId** – Request ID

The [HRProcessLogs.RequestId] field stores the generated request ID from absences.

**RunNumber** – Run number

The [HRProcessLogs.RunNumber] field stores the run number of the request based on [HRProcessRequests.NumberFrequency] field.

**Syscreated** – Created date and time

The [HRProcessLogs.Syscreated] field stores the date and time the HR request was created.

**Syscreator** – Creator

The [HRProcessLogs.Syscreator] field stores the creator ID of the HR request. The [HRProcessLogs.CreatedBy] field refers to the [Humres.Res\_ID] field.

**Sysmodified** – Modified date and time

The [HRProcessLogs.Sysmodified] field stores the date and time that the HR request were last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [HRProcessLogs.Sysmodifier] field stores the resource that last modified the HR request. Initially, this field contains the creator as is stored in the [HRProcessLogs.Syscreator] field. The [HRProcessLogs.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [HRProcessLogs.Timestamp] field stores the date and time the HR request was created.

## 34. HRPROCESSTYPES – HR PROCESS YYPES

### 34.1 GENERAL DESCRIPTION

The [HRProcessTypes] table stores all types of HR processes used as alert via the process types' screen. It can be filtered by type and status or even by division. From here, the user will be able to see the type of alert that has been set up as well as the start date and end date of the HR actions. These actions can be set by division level or corporate level.

**Note:**

By default, users with the following roles are able to view and edit the process types' screen.

- HR - Corporate level
- HR - Group level
- HR - Division level

### 34.2 HRPROCESSTYPES FIELD DETAILS

**Active** – Active

The [HRProcessTypes.Active] field stores a value that indicates whether a HR process type is active or not active. The [HRProcessTypes.Active] field can store one of the following values:

Value	Description
1	Active
0	Not active

**AutoGenerate** – Auto generate

The [HRProcessTypes.AutoGenerate] field stores a value that indicates whether the HR process type is started automatically from a background job or initiated from the HR cockpit. The [HRProcessTypes.AutoGenerate] field can store one of the following values:

Value	Description
1	Auto generate (background job)
0	Not auto generate (HR cockpit)

**Blocked** – Blocked

The [HRProcessTypes.Blocked] field stores a value that indicates whether a HR process type is blocked or not blocked. The [HRProcessTypes.Blocked] field can store one of the following values:

Value	Description
1	Blocked
0	Not blocked

**CompanyCode** – Division

The [HRProcessTypes.CompanyCode] field stores the division code of the company.

**CreateRole\_1 – View: Role (1)**

The [HRProcessTypes.CreateRole\_1] field stores the first role ID that a resource must have in order to be allowed to view the HR process type. The [HRProcessTypes.CreateRole\_1] field refers to the [HRRoleDefs.ID] field.

**CreateRole\_2 – View: Role (2)**

The [HRProcessTypes.CreateRole\_2] field stores the second role ID that a resource must have in order to be allowed to view the HR process type. The [HRProcessTypes.CreateRole\_2] field refers to the [HRRoleDefs.ID] field.

**CreateRole\_3 – View: Role (3)**

The [HRProcessTypes.CreateRole\_3] field stores the third role ID that a resource must have in order to be allowed to view the HR process type. The [HRProcessTypes.CreateRole\_3] field refers to the [HRRoleDefs.ID] field.

**CreateRoleLevel\_1 – View: Level (of role) (1)**

The [HRProcessTypes.CreateRoleLevel\_1] field stores the first role level ID that a resource must have in order to be allowed to view the HR process type. The [HRProcessTypes.CreateRoleLevel\_1] field refers to the [HRRoleLevels.ID] field.

**CreateRoleLevel\_2 – View: Level (of role) (2)**

The [HRProcessTypes.CreateRoleLevel\_2] field stores the second role level ID that a resource must have in order to be allowed to view the HR process type. The [HRProcessTypes.CreateRoleLevel\_2] field refers to the [HRRoleLevels.ID] field.

**CreateRoleLevel\_3 – View: Level (of role) (3)**

The [HRProcessTypes.CreateRoleLevel\_3] field stores the third role level ID that a resource must have in order to be allowed to view the HR process type. The [HRProcessTypes.CreateRoleLevel\_3] field refers to the [HRRoleLevels.ID] field.

**Description – Description**

The [HRProcessTypes.Description] field stores the user defined description of the HR process type.

**Division – Division**

The [HRProcessTypes.Division] field stores the division code. The [HRProcessTypes.Division] field refers to the [Bedryf.Division] field.

**EndDate – End date**

The [HRProcessTypes.EndDate] field stores the end date of the HR process type. The HR process type will be set to inactive once it reaches the end date.

**FieldName – Field**

The [HRProcessTypes.FieldName] field stores a value that indicates the type of field to be displayed on the screen based on the value the user select in [HRProcessTypes.ProcessType] field. The table below describes the scenarios that govern this field:

Value in FieldName	Value in ProcessType	Description
NULL	1	Not used
NULL	2	Not used
1	3	Display combo box with values obtained from records in [HREffectiveDateDataLog] table
1	4	Display combo box with all fields from [Humres] table that has the 'datetime' field type

**ID – ID**

The [HRProcessTypes.ID] field stores the unique ID of the HR process type.

**ProcessManager – Generate: Managers - For: Subordinates**

The [HRProcessTypes.ProcessManager] field stores a value that indicates if a manager of the resource involved can generate the actions/requests. The [HRProcessTypes.ProcessManager] field can store one of the following values:

Value	Description
0	Direct + Indirect (Include direct subordinates and indirect subordinates)
1	Direct (Only direct subordinates)
2	No (No one is allowed to view the actions/request)

**Note:**

The [HRProcessTypes.ProcessManager] field refers to the [EbcProps.SelectionValues] field where [EbcProps.PropName] field stores the value 'CreateManager'.

**ProcessRole\_1 – Generate: Role (1)**

The [HRProcessTypes.ProcessRole\_1] field stores the first role ID that a resource must have in order to be allowed to generate the HR process type. The [HRProcessTypes.ProcessRole\_1] field refers to the [HRRoleDefs.ID] field.

**ProcessRole\_2 – Generate: Role (2)**

The [HRProcessTypes.ProcessRole\_2] field stores the second role ID that a resource must have in order to be allowed to generate the HR process type. The [HRProcessTypes.ProcessRole\_2] field refers to the [HRRoleDefs.ID] field.

**ProcessRole\_3 – Generate: Role (3)**

The [HRProcessTypes.ProcessRole\_3] field stores the third role ID that a resource must have in order to be allowed to generate the HR process type. The [HRProcessTypes.ProcessRole\_3] field refers to the [HRRoleDefs.ID] field.

**ProcessRoleLevel\_1 – Generate: Level (of role) (1)**

The [HRProcessTypes.ProcessRoleLevel\_1] field stores the first role level ID that a resource must have in order to be allowed to generate the HR process type. The [HRProcessTypes.ProcessRoleLevel\_1] field refers to the [HRRoleLevels.ID] field.

**ProcessRoleLevel\_2 – Generate: Level (of role) (2)**

The [HRProcessTypes.ProcessRoleLevel\_2] field stores the second role level ID that a resource must have in order to be allowed to generate the HR process type. The [HRProcessTypes.ProcessRoleLevel\_2] field refers to the [HRRoleLevels.ID] field.

**ProcessRoleLevel\_3 – Generate: Level (of role) (3)**

The [HRProcessTypes.ProcessRoleLevel\_3] field stores the third role level ID that a resource must have in order to be allowed to generate the HR process type. The [HRProcessTypes.ProcessRoleLevel\_3] field refers to the [HRRoleLevels.ID] field.

**ProcessType – Type**

The [HRProcessTypes.ProcessType] field stores a value that indicates the type of HR process/actions. The [HRProcessTypes.ProcessType] can store one of the following values:

Value	Description
1	Request type
2	Employment contract
3	Employee Data: Date (Humres)
4	Employee Data: Effective date (HREffectiveDateDataLog)

**RequestType – Request type**

The [HRProcessTypes.RequestType] field stores a value that indicates the way the request type field will be displayed on screen based on the value in [HRProcessTypes.ProcessType] field. The table below describes the scenarios that govern this field:

Value in RequestType	Value in ProcessType	Description
0	1	The Request Type field will be visible for user to select the request type
11001	2	-
NULL	3	Not used
NULL	4	Not used

**RightsManager – View: Managers - For: Subordinates** The [HRProcessTypes.RightsManager] field stores a value that indicates if a manager of the resource involved can view the actions/requests. The [HRProcessTypes.ProcessManager] field can store one of the following values:

Value	Description
0	Direct + Indirect (Include direct subordinates and indirect subordinates)
1	Direct (Only direct subordinates)
2	No (No one is allowed to view the actions/request)

**Note:**

The [HRProcessTypes.RightsManager] field refers to the [EbcProps.SelectionValues] field where [EbcProps.PropName] field stores the value 'CreateManager'.

**SecurityLevel – Security level**

The [HRProcessTypes.SecurityLevel] field stores the security level that is allowed to view the generated HR process types.

**StartDate – Start date**

The [HRProcessTypes.StartDate] field stores the start date of the HR process type.

**Syscreated – Created date and time**

The [HRProcessTypes.Syscreated] field stores the date and time the HR process type was created.

**Syscreator – Creator**

The [HRProcessTypes.SysCreator] field stores the creator ID of the HR process type. The [HRProcessTypes.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified – Modified date and time**

The [HRProcessTypes.Sysmodified] field stores the date and time that the HR process type were last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [HRProcessTypes.Sysmodifier] field stores the resource that last modified the HR process type. Initially, this field contains the creator as is stored in the [HRProcessTypes.Syscreator] field. The [HRProcessTypes.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**TableName** – Table name

The [HrProcessTypes.TableName] field stores the table name associated with the HR process type. The [HrProcessTypes.TableName] can store one of the following values based on the [HRProcessTypes.ProcessType] field:

Value in ProcessType	Value in TableName
1	Absences
2	Absences
3	HREffectiveDateDataLog
4	Humres

**Timestamp** – Timestamp

The [HRProcessTypes.Timestamp] field stores the date and time the HR process type was created.

## 35. HRPROCESSREQUESTS – HR PROCESS REQUESTS

### 35.1 GENERAL DESCRIPTION

The [HRProcessRequests] table stores the various process requests setup by user to carry out HR activities. These process requests can be automatically triggered as alerts to inform users as and when a HR activity is needed. It also provides the functionality on how frequent the user would like the system to alert them on those actions set. Alert can be set in terms of task, checked task or any other form of request type defined by user. These alerts will be sent to the resource workflow once it is generated either manually or automatically via background job. In other words, it acts as a reminder to the user in order for them to take further actions on certain HR activities.

**Note:**

By default, users with the following roles are able to view and edit the process request screen.

- HR - Corporate level
- HR - Group level
- HR - Division level

### 35.2 HRPROCESSREQUESTS FIELD DETAILS

**Active – Active**

The [HRProcessRequests.Active] field stores a value that indicates whether the process request is active or not active. The [HRProcessRequests.Active] field can store one of the following values:

Value	Description
1	Active
0	Not active

**Blocked – Blocked**

The [HRProcessRequests.Blocked] field stores a value that indicates whether a process request is blocked or not blocked. The [HRProcessRequests.Blocked] field can store one of the following values:

Value	Description
1	Blocked
0	Not blocked



**Days – Days**

The [HRProcessRequests.Days] field stores the number of days, either negative (days before) or positive (days after). The [HRProcessRequests.Days] field is used to determine when to generate the process request based on the start date of the request.

Example 1:

If the start date of the request = 02/06/2005, and the days is set to 0, therefore the end date = 02/06/2005 + duration.

**Example 2:**

If the start date of the request = 02/06/2005, and the days is set to 2, therefore the end date = 04/06/2005 + duration

**Description – Description**

The [HRProcessRequests.Description] field stores the description that will be used as the description of the process request generated.

**Division – Division**

The [HRProcessRequests.Division] field stores the division code. The [HRProcessRequests.Division] field refers to the [Bedryf.Division] field.

**DurationInDays – Duration**

The [HRProcessRequests.DurationInDays] field stores the number of days to determine the end date of the request that is yet to be generated based on the start date of the request.

**Example:**

If the start date of the request = 02/06/2005, and the duration is set to 1, therefore the end date to generate the request = 02/06/2005 + 1, will be 03/06/2005. The last date to generate the request would be 03/06/2005. If user does not generate the request by 03/06/2005, the request will be considered overdue and will not be generated again.

**EmpID – Resource**

The [HRProcessRequests.EmpID] field stores the resource ID of the process request.

**FreeBoolField\_1 – Free Bool Field 1**

The [HRProcessRequests.FreeBoolField\_1] field is the first Boolean free field that the user can use. This can then be used to trigger a request.

**FreeBoolField\_2 – Free Bool Field 2**

The [HRProcessRequests.FreeBoolField\_2] field is the second Boolean free field that the user can use. This can then be used to trigger a request.

**Freefield\_1 – Free field 1**

The [HRProcessRequests.FreeField\_1] field is the first unique identifier free field that the user can use. This can then be used to trigger a request.

**Freefield\_2 – Free field 2**

The [HRProcessRequests.FreeField\_2] field is the second unique identifier free field that the user can use. This can then be used to trigger a request.

**FreeIntField\_1 – Free integer field 1**

The [HRProcessRequests.FreeIntField\_1] field is the first integer free field that the user can use. This can then be used to trigger a request.

**FreeIntField\_2 – Free integer field 2**

The [HRProcessRequests.FreeIntField\_2] field is the second integer free field that the user can use. This can then be used to trigger a request.

**FreeNumberField\_1** – Free number field 1

The [HRProcessRequests.FreeNumberField\_1] field is the first float free field that the user can use. This can then be used to trigger a request.

**FreeNumberField\_2** – Free number field 2

The [HRProcessRequests.FreeNumberField\_2] field is the second float free field that the user can use. This can then be used to trigger a request.

**FreeTextField\_1** – Free text field 1

The [HRProcessRequests.FreeTextField\_1] field is the first variable character free field that the user can use. This can then be used to trigger a request.

**FreeTextField\_2** – Free text field 2

The [HRProcessRequests.FreeTextField\_2] field is the second variable character free field that the user can use. This can then be used to trigger a request.

**Frequency** – Frequency

The [HRProcessRequests.Frequency] field stores the frequency of the process request. The [HRProcessRequests.Frequency] field can store one of the following values:

Value	Description
0	Once only
1	Yearly
2	Quarterly
3	Monthly
4	Weekly
5	Daily

**ID** – ID

The [HRProcessRequests.ID] field stores the unique ID of the process request.

**Maximum** – Maximum

The [HRProcessRequests.Maximum] field stores the maximum number of times to generate the process request.

Example:

If recurrence (NumberFrequency) is set to 2, frequency is set to daily and maximum is set to 5, it means the system will generate the maximum of 5 times for every 2 days.

**NumberFrequency** – Frequency cycle (Recurrence)

The [HRProcessRequests.NumberFrequency] field stores the user defined frequency cycle of the process request.

Example:

If recurrence is set to 2 and frequency is set to daily, the system will generate the process request every 2 days once.

**Overdue** – Generate: Overdue

The [HRProcessRequests.Overdue] field stores a value that indicates whether to generate an overdue process request or not. The [HRProcessRequests.Overdue] field can store one of the following values:

Value	Description
1	Generate overdue process request
0	Do not generate overdue process request

**PreviousRequest** – Previous request

The [HRProcessRequests.PreviousRequest] field stores the previous request type ID, which indicates the request type used. If this field is filled, the filled request type will overrules the request type from [HRProcessTypes] table, which must be monitored.

**Note:**

The [HRProcessRequests.PreviousRequest] field is only enabled if [HRProcessRequests.UseRequest] has the value '2' (Previous Request) and [HRProcessTypes.ProcessType] has the value '1' (Request Type).

**ProcessDescription** – Description

The [HRProcessRequests.ProcessDescription] field stores the user defined description of the process action.

**ProcessTypesID** – Process type ID

The [HRProcessRequests.ProcessTypesID] field stores the user defined ID of the process types.

**Remark** – Remark

The [HRProcessRequests.Remark] field is not used.

**RequestType** – Request type

The [HRProcessRequests.RequestType] field stores the ID of the request type that will be generated.

**SequenceNumber** – Sequence number

The [HRProcessRequests.SequenceNumber] field stores the sequence number of the process.

**Status** – Request Status/Contract Status

The [HRProcessRequests.Status] field stores the status of the original or previous request in order to generate the process action. The [HRProcessRequests.Status] field can store one of the following values based on the conditions below:

**Request Status**

If [HRProcessTypes.ProcessType] field stores the value '1' (Request Type)

Value	Description
0	Open
1	Approved
2	Rejected
3	Processed
4	Realized

**Contract Status**

If [HRProcessTypes.ProcessType] field stores the value '2' (Contract Agreement)

Value	Description
6	BWBEPAAALD (Bepaalde tijd)
7	BWONBEPAAALD (Onbepaalde tijd)

**Note:**

Only applicable to Dutch legislation

## 36. HRFREEFIELDS – HR FREE FIELDS

### 36.1 GENERAL DESCRIPTION

The [HRFreeFields] table stores the various types of free fields defined by user for use in a division's resource card as additional fields. It allows user to customize the fields for different divisions in different countries. The [HRFreeFields] table is only used in Exact Synergy.

There are 4 types of free fields that a user can define in the resource card, namely the date, number, text and 'Yes/No' field. Each type of field allow up to 5 customizable fields for a resource card.

**Note:**

By default, users with the following function rights are able to maintain the following HR free fields:

- Insert free fields for a division - 89 (Default role: HR, Level: Division)
- View free fields in the resource card - Linked as manager, the manager only can see the free fields of his/her subordinates
- View free fields in the resource search - 193 (Default role: HR, HR assistant, Level: Division)
- View free fields in resource report - 204 (Default role: HR, HR assistant, Level: Division)

### 36.2 HRFREEFIELDS FIELD DETAILS

**CompanyNr** – Company number

The [HRFreeFields.CompanyNr] field stores the division code of the company where the free fields are defined.

**DateField1** – Date field 1

The [HRFreeFields.DateField1] field stores the name or description of the first date field that will be displayed in the resource card.

**DateField2** – Date field 2

The [HRFreeFields.DateField2] field stores the name or description of the second date field that will be displayed in the resource card.

**DateField3** – Date field 3

The [HRFreeFields.DateField3] field stores the name or description of the third date field that will be displayed in the resource card.

**DateField4** – Date field 4

The [HRFreeFields.DateField4] field stores the name or description of the fourth date field that will be displayed in the resource card.

**DateField5** – Date field 5

The [HRFreeFields.DateField5] field stores the name or description of the fifth date field that will be displayed in the resource card.

**Division** – Division

The [HRFreeFields.Division] field stores the division code of the free field. The [HRFreeFields.Division] field refers to the [Bedryf.Division] field.

**ID** – ID

The [HRFreeFields.ID] field stores the system generated database record identification number. This field is not functionally used.

**NumberField1** – Number field 1

The [HRFreeFields.NumberField1] field stores the name or description of the first number field that will be displayed in the resource card.

**NumberField2** – Number field 2

The [HRFreeFields.NumberField2] field stores the name or description of the second number field that will be displayed in the resource card.

**NumberField3** – Number field 3

The [HRFreeFields.NumberField3] field stores the name or description of the third number field that will be displayed in the resource card.

**NumberField4** – Number field 4

The [HRFreeFields.NumberField4] field stores the name or description of the fourth number field that will be displayed in the resource card.

**NumberField5** – Number field 5

The [HRFreeFields.NumberField5] field stores the name or description of the fifth number field that will be displayed in the resource card.

**TableName** – Table name

The [HRFreeFields.TableName] field stores the group where the free fields are used. This will be defined in the repository's business component. At the moment, only [Humres] table group is using the free fields.

**TextField1** – Text field 1

The [HRFreeFields.TextField1] field stores the name or description of the first text field that will be displayed in the resource card.

**TextField2** – Text field 2

The [HRFreeFields.TextField2] field stores the name or description of the second text field that will be displayed in the resource card.

**TextField3** – Text field 3

The [HRFreeFields.TextField3] field stores the name or description of the third text field that will be displayed in the resource card.

**TextField4** – Text field 4

The [HRFreeFields.TextField4] field stores the name or description of the fourth text field that will be displayed in the resource card.

**TextField5** – Text field 5

The [HRFreeFields.TextField5] field stores the name or description of the fifth text field that will be displayed in the resource card.

**YesNoField1** – Yes/No field 1

The [HRFreeFields.YesNoField1] field stores the name or description of the first 'Yes/No' field that will be displayed in the resource card.

**YesNoField2** – Yes/No field 2

The [HRFreeFields.YesNoField2] field stores the name or description of the second ‘Yes/No’ field that will be displayed in the resource card.

**YesNoField3** – Yes/No field 3

The [HRFreeFields.YesNoField3] field stores the name or description of the third ‘Yes/No’ field that will be displayed in the resource card.

**YesNoField4** – Yes/No field 4

The [HRFreeFields.YesNoField4] field stores the name or description of the fourth ‘Yes/No’ field that will be displayed in the resource card.

**YesNoField5** – Yes/No field 5

The [HRFreeFields.YesNoField5] field stores the name or description of the fifth ‘Yes/No’ field that will be displayed in the resource card.

## 37. HREMPLOYEEPERIODS – HR EMPLOYEE PERIODS

### 37.1 GENERAL DESCRIPTION

The [HREmployeePeriods] table stores the employee period calculated after the absence entitlement is generated once for the employee for a particular period. The absence entitlements are stored in the [Absences] table. The storing of employee period record in the [HREmployeePeriods] table also ensures that entitlements for an employee are only done once for the same period.

### 37.2 HREMPLOYEEPERIODS FIELD DETAILS

**DaysAbsent** – Days absent

The [HREmployeePeriods.DaysAbsent] field stores the number of absent days taken by the employee.

**DaysWorked** – Days worked

The [HREmployeePeriods.DaysWorked] field stores the number of days that the employee has worked when the employee period is generated.

**Division** – Division

The [HREmployeePeriods.Division] field stores the division code. The [HREmployeePeriods.Division] field refers to the [Bedryf.Division] field.

**EmpID** – Resource ID

The [HREmployeePeriods.EmpID] field stores the resource ID of the employee period generated.

**FinPeriod** – Financial period

The [HREmployeePeriods.FinPeriod] field stores the financial period when the employee period is generated.

**FinYear** – Financial year

The [HREmployeePeriods.FinYear] field stores the financial year when the employee period is generated.

**HoursAbsent** – Hours absent

The [HREmployeePeriods.HoursAbsent] field stores the hours absent when the employee period is generated.

**HoursWorked** – Hours worked

The [HREmployeePeriods.HoursWorked] field stores the hours worked when the employee period is generated.

**ID** – ID

The [HREmployeePeriods.ID] field stores the system generated database record identification number. This field is not functionally used.

**Syscreated** – Created date and time

The [HREmployeePeriods.Syscreated] field stores the date and time the employee period was created.

**Syscreator** – Creator

The [HREmployeePeriods.Syscreator] field stores the creator ID of the employee period. The [HREmployeePeriods.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified** – Modified date and time

The [HREmployeePeriods.Sysmodified] field stores the date and time the employee period were last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [HREmployeePeriods.Sysmodifier] field stores the resource that last modified the employee period. Initially, this field contains the creator as is stored in the [HREmployeePeriods.Syscreator] field. The [HREmployeePeriods.Sysmodifier] field refers to the [Humres.Res\_ID] field.



## 38. HRERRORLOG – HR ERROR LOG

### 38.1 GENERAL DESCRIPTION

The [HRErrorLog] table is used to store detailed messages (error logs) of mail merges and Excel reports generation pertaining to HRM related logging. This information is later used to generate reports for users to check the statuses of their background jobs.

The background job or application that writes record to the [HRErrorLog] table is known as 'HRMail'.

### 38.2 HRERRORLOG FIELD DETAILS

**AppName** – Application name

The [HRErrorLog.AppName] field stores the name of the application logging the message. The [HRErrorLog.AppName] field can store one of the following values:

Value	Description
MAILMERGE	For HRMail background job
NULL	For Request Merge job

**Comp** – Comp

The [ErrorLog.Comp] field is not used.

**Created** – Created date and time

The [HRErrorLog.Created] field stores the date and time the error log was created.

**Creator** – Creator

The [HRErrorLog.Creator] field stores the creator ID of the error log. The [HRErrorLog.Creator] field refers to the [Humres.Res\_ID] field.

**Description** – Remarks

The [HRErrorLog.Description] field stores the actual log message. The types of messages stored are based on the value in the [HRErrorLog.TransType] field.

**Division** – Division

The [HRErrorLog.Division] field stores the division code. The [HRErrorLog.Division] field refers to the [Bedryf.Division] field.

**ID** – ID

The [HRErrorLog.ID] field stores the system generated database record identification number. This field is not functionally used.

**Status – Status**

The [HRErrorLog.Status] field stores the status of the mail merge process in the error log. The [HRErrorLog.Status] field can store one of the following values:

Value	Description
Completed	Mail merge completed
Error	Error in mail merge
Open	Mail merge pending
Processed	Mail merge successful

**TransID – Transaction ID**

The [HRErrorLog.TransID] field stores the system generated identification number of each individual export or mail merge function. The value in [HRErrorLog.TransID] field is used as a foreign key at the [MailMergePending.LogID] field.

**TransType – Transaction type**

The [HRErrorLog.TransType] field stores a value that indicates the type of log messages. The [HRErrorLog.TransType] field can store one of the following values:

Value	Description
1	Error message
2	Success message

**Note:**

The error/success messages are stored in the [HRErrorLog.Description] field.

**Value1 – E-mail**

The [HRErrorLog.Value1] field stores the recipient e-mail address of the Excel report mail merge process.

**Value2 – Value 2**

The [HRErrorLog.Value2] field is not used.

**Value3 – Value 3**

The [HRErrorLog.Value3] field is not used.

## 39. HRPASSWDS – HR PASSWORDS

### 39.1 GENERAL DESCRIPTION

The [HRPasswds] table stores the standard pre-defined HR password. The standard pre-defined HR password will be used in the mechanism of generating new user's password.

### 39.2 HRPASSWDS FIELD DETAILS

**Division** – Division

The [HRPasswds.Division] field stores the division code. The [HRPasswds.Division] field refers to the [Bedryf.Division] field.

**ID** – ID

The [HRPasswds.ID] field stores the system generated database record identification number. This field is not functionally used.

**Type** – Type

The [HRPasswds.Type] field stores a value that indicates the type of character used to generate the user password. The [HRPasswds.Type] field can store one of the following values:

Value	Description
1	Special character
0	Pre-defined words

**Note:**

The special character and pre-defined words are stored in the [HRPasswds.Word] field.

**Word** – Word

The [HRPasswds.Word] field stores the special character of pre-defined words used to generate the user password.

# 40. HRLOC – CONTRACT LOCATIONS

## 40.1 GENERAL DESCRIPTION

The [Hrloc] table stores all the different locations defined for a division. The locations created are used in Maintain resources to indicate where the resources are located permanently and temporarily. The [Hrloc] table is only used for Exact Synergy.

## 40.2 HRLOC FIELD DETAILS

### **Addr\_no** – Number

The [Hrloc.addr\_no] field stores the address number of the location.

### **Addr\_suf** – Suffix

The [Hrloc.addr\_suf] field stores the address suffix of the location.

### **City** – City

The [Hrloc.City] field stores the city of the location.

### **Country** – Country

The [Hrloc.country] field stores the country code whether the location is situated. The [Hrloc.country] field refers to the [Land.LandCode] field.

### **Descr50** – Description

The [Hrloc.descr50] field stores the description of the location.

### **Division** – Division

The [Hrloc.Division] field stores the division code to which the location belongs. The [Hrloc.Division] field stores the numeric value of the [Bedryf.Bednr] field. This field is not used yet. It is added for future functionality.

### **Faxnr** – Fax

The [Hrloc.faxnr] field stores the fax number of the location.

### **ID** – ID

The [Hrloc.ID] field stores the unique ID of the location for a division.

### **Loc** – Location

The [Hrloc.Loc] field stores the location code. The [Hrloc.Loc] is a mandatory field.

### **Postcode** – Postal code

The [Hrloc.Postcode] field stores the postcode of the location.

### **StateCode** – State

The [Hrloc.StateCode] field stores the state code of the location.

### **Street\_0** – Address

The [Hrloc.street\_0] field stores the first textual address of the location.

**Street\_1** – Address 2

The [Hrloc.street\_1] field stores the second textual address of the location.

**Syscreated** – Created date and time

The [Hrloc.syscreated] field stores the date and time the location was created.

**Syscreator** – Creator

The [Hrloc.syscreator] field stores the creator ID of the location. The [Hrloc.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysguid** – Sysguid

The [Hrloc.sysguid] field stores the Guid generated by the system upon creation of the location. It has no functional meaning.

**Sysmodified** – Modified date and time

The [Hrloc.sysmodified] field stores the date and time the location were last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [Hrloc.sysmodifier] field stores the resource that last modified the location. Initially, this field contains the creator as is stored in the [Hrloc.Syscreator] field. The [Hrloc.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Telnr** – Telephone

The [Hrloc.Telnr] field stores the telephone number of the location.

**Timestamp** – Timestamp

The [Hrloc.timestamp] field stores the date and time the location was created.

**WeekendEnd** – Weekend End

The [Hrloc.WeekendEnd] field stores the weekend end day as selected by the user for the location. The [Hrloc.WeekendEnd] field can store one of the following values:

Value	Description
1	Monday
2	Tuesday
3	Wednesday
4	Thursday
5	Friday
6	Saturday
7	Sunday

**Note:**

The [Hrloc.WeekendEnd] field stores the value '7', indicating Sunday by default.

**WeekendStart** – Weekend Start

The [Hrloc.WeekendStart] field stores the weekend start day as selected by the user for the location. The [Hrloc.WeekendStart] field can store one of the following values:

Value	Description
1	Monday
2	Tuesday
3	Wednesday
4	Thursday
5	Friday
6	Saturday
7	Sunday

**Note:**

The [Hrloc.WeekendStart] field stores the value '6', indicating Saturday by default.

**Xaddress2** – Extra address

The [Hrloc.xaddress2] field is not used.

# 41. COMPANYCLASSNAMES – ORGANIZATION GROUPS

## 41.1 GENERAL DESCRIPTION

The [CompanyClassNames] table stores the organization groups in Exact Synergy. Each group may contain multiple subgroups. The subgroups are stored in the [CompanyClasses] table.

## 41.2 COMPANYCLASSNAMES FIELD DETAILS

### **ClassID** – Group

The [CompanyClassNames.ClassID] field stores the code of the group.

### **Description** – Description

The [CompanyClassNames.Description] field stores the description of the group.

### **Division** – Division

The [CompanyClassNames.Division] field is not used yet. It is added for future functionality.

### **Timestamp** – Timestamp

The [CompanyClassNames.Timestamp] field stores a system generated timestamp. The timestamp field is regenerated upon every change in the [CompanyClassNames] record. This field is mainly used for replication purposes.

## 42. COMPANYCLASSES – ORGANIZATION SUBGROUPS

### 42.1 GENERAL DESCRIPTION

The [CompanyClasses] table stores the organization subgroups in Exact Synergy. Multiple subgroups can be defined for each organization group. The organization groups are stored in the [CompanyClassNames] table.

### 42.2 COMPANYCLASSES FIELD DETAILS

#### **ClassID** – Group

The [CompanyClasses.ClassID] field stores the code of the group. The [CompanyClasses.ClassID] field refers to the [CompanyClassNames.ClassID] field.

#### **CompanyClassCode** – Subgroup

The [CompanyClasses.CompanyClassCode] field stores the code of the subgroup.

#### **Description** – Description

The [CompanyClasses.Description] field stores the description of the subgroup.

#### **Division** – Division

The [CompanyClasses.Division] field is not used yet. It is added for future functionality.

#### **ID** – ID

The [CompanyClasses.ID] field stores the system generated database record identification number. This field is not functionally used.

#### **Level** – Level

The [CompanyClasses.Level] field stores the level of the subgroup. The [CompanyClasses.Level] field is used to support multi-level grouping function.

#### **ParentClassCode** – Parent Class Code

The [CompanyClasses.ParentClassCode] field stores the parent class code of the subgroup. The [CompanyClasses.ParentClassCode] field is used to support multilevel grouping function.

#### **Timestamp** – Timestamp

The [CompanyClasses.Timestamp] field stores a system generated timestamp. The timestamp field is regenerated upon every change in the [CompanyClasses] record. This field is mainly used for replication purposes.



## 43. NOTES – NOTES

### 43.1 GENERAL DESCRIPTION

The [Notes] table stores notes entered by various applications, such as payroll component group notes and job title detailed description.

### 43.2 NOTES FIELD DETAILS

**Division** – Division

The [Notes.Division] field stores the division code of the user's division. The [Notes.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used yet. It is added for future functionality.

**Guid** – Guid

The [Notes.Guid] field stores the Guid ID generated by the system upon creation of the note.

**ID** – ID

The [Notes.ID] field stores the system generated database record identification number. This field is not functionally used.

**Note** – Note

The [Notes.Note] field stores the note.

**Timestamp** – Timestamp

The [Notes.Timestamp] field stores a system generated timestamp. The timestamp field is regenerated upon every change in the [Notes] record. This field is mainly used for replication purposes.

# 44. DELETIONLOGS – DELETION LOGS

## 44.1 GENERAL DESCRIPTION

The [DeletionLogs] table is used to overcome issues during XML data exchange. Now, this table is only implemented for payroll data XML exchange, but could be expanded to other modules.

In the source database, when user deletes a record, the key values of the deleted record will be saved into the [DeletionLogs] table. Then, during XML data exchange, the records in the [DeletionLogs] table will be included in the XML file so that the matching record(s) in the target database will be removed.

## 44.2 DELETIONLOGS FIELD DETAILS

### **CompanyCode** – Company

The [DeletionLogs.CompanyCode] field stores the division code to which the record is linked. The [DeletionLogs.CompanyCode] field refers to the [Bedryf.Bednr] field.

### **Division** – Division

The [DeletionLogs.Division] field stores the division code of the current logon. The [DeletionLogs.Division] field stores the numeric value of the [Bedryf.Bednr] field. This field is not used yet. It is added for future functionality.

### **ID** – ID

The [DeletionLogs.ID] field stores the system generated database record identification number. This field is not functionally used.

### **KeyDate1** – Key date field 1

The [DeletionLogs.KeyDate1] field is used to store the key value of date field.

### **KeyDate2** – Key date field 2

The [DeletionLogs.KeyDate2] field is used to store the key value of date field.

### **KeyDate3** – Key date field 3

The [DeletionLogs.KeyDate3] field is used to store the key value of date field.

### **KeyGuid1** – Key Guid field 1

The [DeletionLogs.KeyGuid1] field is used to store the key value of Guid field.

### **KeyGuid2** – Key Guid field 2

The [DeletionLogs.KeyGuid2] field is used to store the key value of Guid field.

### **KeyGuid3** – Key Guid field 3

The [DeletionLogs.KeyGuid3] field is used to store the key value of Guid field.

### **KeyInt1** – Key integer field 1

The [DeletionLogs.KeyInt1] field is used to store the key value of integer field.

**KeyInt2** – Key integer field 2

The [DeletionLogs.KeyInt2] field is used to store the key value of integer field.

**KeyInt3** – Key integer field 3

The [DeletionLogs.KeyInt3] field is used to store the key value of integer field.

**KeyInt4** – Key integer field 4

The [DeletionLogs.KeyInt4] field is used to store the key value of integer field.

**KeyInt5** – Key integer field 5

The [DeletionLogs.KeyInt5] field is used to store the key value of integer field.

**KeyString1** – Key string field 1

The [DeletionLogs.KeyString1] field is used to store the key value of string field.

**KeyString2** – Key string field 2

The [DeletionLogs.KeyString2] field is used to store the key value of string field.

**KeyString3** – Key string field 3

The [DeletionLogs.KeyString3] field is used to store the key value of string field.

**KeyString4** – Key string field 4

The [DeletionLogs.KeyString4] field is used to store the key value of string field.

**KeyString5** – Key string field 5

The [DeletionLogs.KeyString5] field is used to store the key value of string field.

**SysCreated** – Created date and time

The [DeletionLogs.SysCreated] field stores the date and time that the record has been created.

**SysCreator** – Creator

The [DeletionLogs.SysCreator] field stores the ID of the resource who created the record. The [DeletionLogs.SysCreator] field refers to the [Humres.Res\_ID] field.

**SysGuid** – SysGuid

The [DeletionLogs.SysGuid] field stores the Guid that is generated by the system upon the creation of the record.

**TableName** – Table name

The [DeletionLogs.TableName] field stores the table name of the source table in which the key values belong.

**Timestamp** – Timestamp

The [DeletionLogs.Timestamp] field stores the system generated timestamp. The timestamp field is regenerated upon every change in the record. This field is mainly used for replication purposes.

# 45. HRCOMPONENTS – COMPONENTS

## 45.1 GENERAL DESCRIPTION

The payroll calculation consists of several parts. In the International Payroll module, all parts of the payroll calculation are defined as components. So for example, all premiums, taxes, overtime will be defined as components. Several components will be supplied by Exact Software (for example the components of which the calculation is defined by law).

The [HrComponents] table is the central table for all components. This includes the following entities:

- Manually created payroll components
- Predefined payroll components (premiums etc.)
- Hour matrix components
- Cost price components
- Commission method components

## 45.2 HRCOMPONENTS FIELD DETAILS

### **Account** – Account

The [HrComponents.Account] field stores the unique Guid of the account that is linked to the component. This field is only enabled for Tax components, Deduction components and Bank account components (so only components that are part of the net salary that must be paid to third parties). The [HrComponents.Account] field refers to the [Cicmpy.Cmp\_wwn] field.

### **Age** – Age

The [HrComponents.Age] field stores the age if applicable in a wage scale.

#### **Note:**

The [HrComponents.Age] field is only used in wage scales.

### **BankAccount** – Bank account

The [HrComponents.BankAccount] field stores the bank account that is linked to the component. This field is only filled if the account field (the [HrComponents.Account] field) is also filled and is only available for Tax components and Deduction components (so components where [HrComponents.Type] has the value “D” or “T”). The [HrComponents.BankAccount] field is used to create an outstanding item that will be directly paid to the specific bank account. The [HrComponents.BankAccount] field refers to the [Bnkacc.Banknr] field and the [Bnkkop.Bank\_rek] field.

**Blocked** – Blocked

The [HrComponents.Blocked] field indicates if the component is blocked. The value “1” indicates that the component is blocked; the value “0” indicates the component is not blocked. If the component is blocked, it cannot be linked to a resource or used in a payroll calculation.

**Note:**

Payroll calculations that are already generated (and authorized) and include an item that has been marked “Blocked” afterwards, can still be processed. If such a payroll calculation is recalculated after that (so still including a blocked component), then this component will not be included in the recalculation.

**Comp\_Code** – Component

The [HrComponents.Comp\_Code] field stores the code of the component. Although the code identifies a certain component, it is possible to have 2 or more components with the same code, for example when the first component has ended and a new one has started. The start date of the second component with the same code has to lie after the end date of the first component.

**Comp\_Status** – Component status

The [HrComponents.Comp\_Status] field indicates if the component is complete or not. If not all required data is available for a component, the component will have the status “Incomplete”. Only components with the status “Complete” can be used. The [HrComponents.Comp\_Status] field can store one of the following values:

Value	Description
C	Complete
I	Incomplete

**Note:**

Components with status “Complete” are often divided into alternative statuses “Active”, “Future” and “Inactive” depending on the start and end dates of the component (compared to the current date).

**Comp\_Status** – Component status

The [HrComponents.Comp\_Status] field indicates if the component is complete or not. If not all required data is available for a component, the component will have the status “Incomplete”. Only components with the status “Complete” can be used. The [HrComponents.Comp\_Status] field can store one of the following values:

Value	Description
C	Complete
I	Incomplete

**Note:**

Components with status “Complete” are often divided into alternative statuses “Active”, “Future” and “Inactive” depending on the start and end dates of the component (compared to the current date).

**Comp\_Sub\_Type** – Component sub type

The [HrComponents.Comp\_Sub\_Type] field indicates the subtype of the component. It is a further classification of the type as defined in the [HrComponents.Comp\_Type] field. The [HrComponents.Comp\_Sub\_Type] field determines how the component will be calculated and how it behaves on official reports. The values used in this field are country dependent. For more information see the Country specific section(s).

**Comp\_Type** – Component type

The [HrComponents.Comp\_Type] field indicates the type of the component. This field is used for general validations and selections on reports. The type of component is dependent on the relation this component is meant for.

The [HrComponents.Comp\_Type] field can store one of the following values:

Value	Description	Remark
B	Bank accounts	If the component is used for payment of the net salary (employer <--> employee relation).
C	Cost price	Used to add additional amounts when the salary has to be invoiced (Parent <- -> Children relation).
D	Deduction	If there is an (employer and/or employee) <--> third party (e.g. pension organization) relation.
F	Financial components	If there is an employer <--> employee relation. The [HrComponents.Comp_Sub_Type] field further specifies what kind of financial component this is.
H	Hour	Used to store the logic for the hour matrix. The parent stores the description and the method used. In the children, the start and end time is stored.
I	In between calculation	If the component is only used for “in between” calculations. Nothing is done with the result. Only used in German and Austrian legislation Used for special hourly wage calculations. This type cannot be entered via the maintenance of components.

**Note:**

The availability of this field depends on the country-specific legislation.

L	General ledger link	Used to store other general ledgers on cost center level. These components are stored as children (of type “L”) for the component involved.
M	More than one component	If components are entered together. Only used in German and Austrian legislation (Krankenkasse / Umlage) or used for the children components of wage scales. This type cannot be entered via the maintenance of components.

**Note:**

The availability of this field depends on the country-specific legislation.

**Comp\_Visible** – Component is visible

The [HrComponents.Comp\_Visible] field indicates if the component can be linked by the user or that it is automatically generated during the calculation. Depending on the employee payroll settings the component can be calculated differently. Components that are automatically generated are amongst others tax components and premiums. The value of the [HrComponents.Comp\_Visible] field is not defined by the user. It is the result of the [HrComponents.Comp\_Type], the [HrComponents.Comp\_Sub\_Type] and the [HrComponents.Paid\_By] fields. The [HrComponents.Comp\_Visible] field can store one of the following values:

Value	Description
A	Always
N	Advanced
V	Never

**Note:**

At the moment, the value “N” is not used.

**CompanyCode** – Company Code

The [HrComponents.CompanyCode] field stores the company code in multi-division handling.

**Country\_char1** – Country specific character field 1

The [HrComponents.Country\_char1] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_char2** – Country specific character field 2

The [HrComponents.Country\_char2] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_char3** – Country specific character field 3

The [HrComponents.Country\_char3] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_char4** – Country specific character field 4

The [HrComponents.Country\_char4] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_char5** – Country specific character field 5

The [HrComponents.Country\_char5] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_char6** – Country specific character field 6

The [HrComponents.Country\_char6] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_char7** – Country specific character field 7

The [HrComponents.Country\_char7] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_char8** – Country specific character field 8

The [HrComponents.Country\_char8] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_char9** – Country specific character field 9

The [HrComponents.Country\_char9] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_float1** – Country specific number field

The [HrComponents.Country\_float1] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s) of the [HrComponents] table.

**Country\_float2** – Country specific number field

The [HrComponents.Country\_float2] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_float3** – Country specific number field

The [HrComponents.Country\_float3] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_float4** – Country specific number field

The [HrComponents.Country\_float4] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_float5** – Country specific number field

The [HrComponents.Country\_float5] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_float6** – Country specific number field

The [HrComponents.Country\_float6] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_float7** – Country specific number field

The [HrComponents.Country\_float7] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_float8** – Country specific number field

The [HrComponents.Country\_float8] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).



**Country\_float9** – Country specific number field

The [HrComponents.Country\_float9] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_float10** – Country specific number field

The [HrComponents.Country\_float10] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_float11** – Country specific number field

The [HrComponents.Country\_float11] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_float12** – Country specific number field

The [HrComponents.Country\_float12] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_Guid1** – Country specific Guid field 1

The [HrComponents.Country\_Guid1] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_Guid2** – Country specific Guid field 2

The [HrComponents.Country\_Guid2] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny1** – Country specific no / yes field 1

The [HrComponents.Country\_ny1] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny2** – Country specific no / yes field 2

The [HrComponents.Country\_ny2] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny3** – Country specific no / yes field 3

The [HrComponents.Country\_ny3] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny4** – Country specific no / yes field 4

The [HrComponents.Country\_ny4] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny5** – Country specific no / yes field 5

The [HrComponents.Country\_ny5] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny6** – Country specific no / yes field 6

The [HrComponents.Country\_ny6] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny7** – Country specific no / yes field 7

The [HrComponents.Country\_ny7] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny8** – Country specific no / yes field 8

The [HrComponents.Country\_ny8] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny9** – Country specific no / yes field 9

The [HrComponents.Country\_ny9] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny10** – Country specific no / yes field 10

The [HrComponents.Country\_ny10] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny11** – Country specific no / yes field 11

The [HrComponents.Country\_ny11] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny12** – Country specific no / yes field 12

The [HrComponents.Country\_nu12] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny13** – Country specific no / yes field 13

The [HrComponents.Country\_ny13] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny14** – Country specific no / yes field 14

The [HrComponents.Country\_ny14] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny15** – Country specific no / yes field 15

The [HrComponents.Country\_ny15] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny16** – Country specific no / yes field 16

The [HrComponents.Country\_ny16] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny17** – Country specific no / yes field 17

The [HrComponents.Country\_ny17] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_ny18** – Country specific no / yes field 18

The [HrComponents.Country\_ny18] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

**Country\_string1** – Country specific text field

The [HrComponents.Country\_string1] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Creditor** – Sequence number

The [HrComponents.Creditor] field stores the successor number of a wage scale component. This field is only used in a parent – children relation (where the child component has the value “M” for the field [HrComponents.Comp\_Type] and the component code of the parent in the [HrComponents.Parent\_Code] field). The first scale has the value “0”, successors of that wage scale increment every time with +1.

**Creditor\_Account** – Creditor general ledger account number

The [HrComponents.Creditor\_Account] field stores the general ledger account number on which the outstanding items will be created. This field is only used for specific component types, like tax, social premiums and salary savings. The [HrComp\_Trans.Amount\_To\_Be\_Paid] field will use the value in the [HrComponents.Creditor\_Account] to process the amount. The [HrComponents.Creditor\_Account] field refers to the [Grtbk.RekNr] field.

**Note:**

The type of the general ledger account number should be “suspense account”.

**Creditor\_CostCenter** – Cost center

The [HrComponents.Creditor\_CostCenter] field is not used.

**Creditor\_CostUnit** – Cost unit

The [HrComponents.Creditor\_CostUnit] field is not used.

**Currency** – Currency

The [HrComponents.Currency] field stores the currency of the component. The default value depends on the legislation and cannot be changed by the user. The [HrComponents.Currency] field refers to the [Valuta.ValCode] field.

**Note:**

The [HrComponents.Currency] field is used to fill the [Amutas.ValCode] field during the financial processing.

**Default\_Amount** – Default amount

The [HrComponents.Default\_Amount] field stores the amount that will be default suggested when the component is linked to a resource. This field is only filled if the component is handled as an amount (so the [HrComponents.Unit] field has the value “A”).

**Default\_Percentage** – Default percentage

The [HrComponents.Default\_Percentage] field stores the percentage that will be default suggested when the component is linked to a resource. This field is only filled if the component is handled as a percentage (so the [HrComponents.Unit] field has the value “P”).

**DefaultHourlyWage** – Default Hourly Wage

The [HrComponents.DefaultHourlyWage] field stores the hourly wage that will be default suggested when the component is linked to a resource. This field is only filled if the component is handled as a hourly wage (so the [HrComponents.Unit] field has the value “H”). This field is needed for the component that define the amounts on hourly basis. When link the component to resource, this field will copy to hrcomp\_resource.hourlywage

**Descr50\_0** – Description

The [HrComponents.Descr50\_0] field stores the description of the component.

**Descr50\_1** – Description 1

The [HrComponents.Descr50\_1] field stores the description of the component in the second language. This field is only available if a second language is defined in the settings (in Exact Globe Next) and the user has selected this language in the user settings (in Exact Globe Next).

**Descr50\_2** – Description 2

The [HrComponents.Descr50\_2] field stores the description of the component in the third language. This field is only available if a third language is defined in the settings (in Exact Globe Next) and the user has selected this language in the user settings (in Exact Globe Next).

**Descr50\_3** – Description 3

The [HrComponents.Descr50\_3] field stores the description of the component in the fourth language. This field is only available if a fourth language is defined in the settings (in Exact Globe Next) and the user has selected this language in the user settings (in Exact Globe Next).

**Descr50\_4** – Description 4

The [HrComponents.Descr50\_4] field stores the description of the component in the fifth language. This field is only available if a fifth language is defined in the settings (in Exact Globe Next) and the user has selected this language in the user settings (in Exact Globe Next).

**Division** – Division

The [HrComponents.Division] field stores the division code. The [HrComponents.Division] field stores the numeric value of the [Bedryf.Bednr] field. This field is not used at this moment. It is added for future functionality.

**DocAttachmentID** – Attachment ID

A user can add an attachment to a component. The attachment can contain additional information which is relevant to a specific component. The attachment can be any type of file, such as an Excel sheet, an image, or a Word document. Attachments are stored as documents in the [BacoDiscussions] table, which is the central document table. The system uses the attachment id field to store a unique reference to the document in the [BacoDiscussions] table. The [HrComponents.DocAttachmentID] field refers to the [BacoDiscussions.ID] field.

**Edit\_Resource\_Level** – Adjustable

The [HrComponents.Edit\_Resource\_Level] field indicates if the component can be adjusted at resource level. The value “1” indicates that the component can be adjusted at resource level; the value “0” indicates that the component cannot be adjusted at resource level.

**EndDate** – End date

The [HrComponents.EndDate] field stores the end date of the component. If the end date lies before the current date, the component is inactive. If there are components with the same code (the [HrComponents.Comp\_Code] field), then the end date of the first component must lie before the start date of the second component.

**FormulaField** – Formula

The [HrComponents.FormulaField] field stores the formula of the component. Whether or not it is possible to define a formula for a component depends on the subtype of the component. The way a formula is stored is country specific. For more information see the Country specific section(s).

**ID** – ID

The [HrComponents.ID] field stores the system generated database record identification number. This field is not functionally used.

**JobActivity** – Job activity

The [HrComponents.JobActivity] field indicates which entities are used in a wage scale component. If applicable, this field stores the job group for the children of a wage scale component. The [HrComponents.JobActivity] field can contain one or a combination of the following values for wage scales. The value “N” is never part of a combination. Which value or combination of values is available is country dependent. For more information, see the Country specific details section(s):

Value	Description
A	Age
D	Years in service

The [HrComponents.JobActivity] field is also used to store the color of the child components of the hour matrix (so the color of the components where [HrComponents.Comp\_Type] = “M” and [HrComponents.Comp\_Type] for the parent component equals “H”).

**Ledger\_Account** – General ledger account number

The [HrComponents.Ledger\_Account] field stores the general ledger account number on which the costs and revenues will be booked. This field is available for reservations (so where [HrComponents.Comp\_Type] = “R”) and financial components (so where [HrComponents.Comp\_Type] = “F”).

It is also available for tax components (so where [HrComponents.Comp\_Type] = “T”) and deductions (so where [HrComponents.Comp\_Type] = “D”) when paid by the employer.

**Ledger\_CostCenter** – General ledger cost center

The [HrComponents.Ledger\_CostCenter] field stores the cost center for which a deviating general ledger account number is defined for the component. The [HrComponents.Ledger\_CostCenter] field refers to the [Kstpl.KstplCode] field.

**Note:**

This field is also used for different purposes in country specific functionality. For more information see Country specific section(s).

**Ledger\_CostUnit** – General ledger cost unit

The [HrComponents.Ledger\_CostUnit] field is not used.

**LedgerType** – General ledger account type

The [HrComponents.LedgerType] field indicates the type of the general ledger account number linked to the component (the [HrComponents.Ledger\_Account] field). The [HrComponents.LedgerType] field can store one of the following values:

Value	Description
C	Creditor general ledger account
T	Suspense general ledger account

**Note:**

The [HrComponents.LedgerType] field is only used for reporting reasons.

**LocalCode** – Local code

The [HrComponents.LocalCode] field stores the city or community for which the component can be used. The field can be used to create components that will be used in one specific city or community, for example city dependent taxes or premiums. The [HrComponents.LocalCode] field is only used in USA legislation.

**MainType** – Payment term

The [HrComponents.MainType] field stores the payment frequency of the component. The [HrComponents.MainType] field can store one of the following values:

Value	Description	Remark
1	Monday	When used in hour schedules (HrComponents.Comp_Type = "H")
2	Tuesday	When used in hour schedules (HrComponents.Comp_Type = "H")
3	Wednesday	When used in hour schedules (HrComponents.Comp_Type = "H")
4	Thursday	When used in hour schedules (HrComponents.Comp_Type = "H")
5	Friday	When used in hour schedules (HrComponents.Comp_Type = "H")
6	Saturday	When used in hour schedules (HrComponents.Comp_Type = "H")
7	Sunday	When used in hour schedules (HrComponents.Comp_Type = "H")
8	Public holiday	When used in hour schedules (HrComponents.Comp_Type = "H")
D	The payment is set on payment date of the entry	When used in tax or deduction components (HrComponents.Comp_Type = "D" or "T") where a ledger of type creditor account is linked
M	The payment is set on the last day of the month	When used in tax or deduction components (HrComponents.Comp_Type = "D" or "T") where a ledger of type creditor account is linked
Q	The payment is set on the last day of the quarter	When used in tax or deduction components (HrComponents.Comp_Type = "D" or "T") where a ledger of type creditor account is linked
Y	The payment is set on the last day of the year	When used in tax or deduction components (HrComponents.Comp_Type = "D" or "T") where a ledger of type creditor account is linked

**Notes** – Notes

The user can add a note to a component. Notes are stored as documents in the [BacoDiscussions] table, which is the central document table of Exact Globe Next and Exact Synergy. The system uses the [HrComponents.Notes] field to store a unique reference to the document in the [BacoDiscussions] table. The [HrComponents.Notes] field refers to the [BacoDiscussions.ID] field.

**Origin – Origin**

The [HrComponents.Origin] field stores the origin of numbers or days of the component. This field can be filled for components of type Financial (so where [HrComponents.Comp\_Type] = "F"). Whether or not the different values can be selected differ per legislation. For more information see the Country specific section(s). The [HrComponents.Origin] field can store one of the following values:

Value	Description
A	Actual
C	Contract
N	N/A
T	Time
X	Commission invoice

**OriginalCode – Original code**

The [HrComponents.OriginalCode] field stores the budget version linked to a commission component. The [HrComponents.OriginalCode] field is also used for components that are delivered for a collective agreement to have the original collective agreement code stored for the components so it can not be lost after recoding of components.

**Paid\_By – Paid by**

The [HrComponents.Paid\_By] field indicates who will pay the component. The [HrComponents.Paid\_By] field can store one of the following values:

Value	Description
E	Employee
R	Employer

**Example:**

When a gross component is paid by the employee, the amount entered at the component will be handled as a negative amount in the gross-nett calculation as shown on the payroll slip. Paid by employer will lead to a positive amount.

**Parent\_Code – Parent**

The [HrComponents.Parent\_Code] field stores the code of a component to which the component is linked as child component. For more information, see sections 'Country specific field details – Netherlands' and 'Commission method components'. The [HrComponents.Parent\_Code] field refers to the [HrComponents.Comp\_Code] field.

**Payment\_Period** – Payment period

The [HrComponents.Payment\_Period] field stores the payment period of the component. The payment period determines how often a component will be used in a calculation. The [HrComponents.Payment\_Period] field can store one of the following values:

Value	Description
A	Half-yearly
B	Bi-weekly
D	Daily
H	Hourly
M	Monthly
O	Once-only
P	Periodically
Q	Quarterly
S	Semi monthly
V	4-weekly
W	Weekly
Y	Yearly

**Note:**

A component with payment period “P” will be handled as having the same payment period as can be found in the payroll settings for the employee the component is linked to (the [HrPayroll.Payment\_Period] field). This removes the need to create a separate component for every payment period that is used.

**Payroll** – Link automatically

The [HrComponents.Payroll] field indicates if the component will be linked automatically to a new resource. This field is also used to indicate if a component is a payroll component and if the component is supplied by Exact (via the premium wizard). The [HrComponents.Payroll] field can store one of the following values:

Value	Description
0	No payroll (e.g. commission components)
1	Payroll
2	Delivered by Exact via premium wizard
3	Payroll + Delivered by Exact via premium wizard
4	Link automatically
5	Payroll + Link automatically
6	Delivered by Exact via premium wizard + Link automatically
7	Payroll + Delivered by Exact via premium wizard + Link automatically

**Priority** – Priority

The [HrComponents.Priority] field indicates the priority level of the payroll component.



**Scale – Scale**

The [HrComponents.Scale] field stores the life cycle of a job level in a wage scale. This field is meant to store the job levels within a wage scale.

The [HrComponents.Scale] field can store one of the following values:

Value	Description
A	Half yearly
B	Two yearly
N	N/A
P	Periodically
Y	Yearly

**StartDate – Start date**

The [HrComponents.StartDate] field stores the start date of the component. If 2 or more components with the same code exist, then the start date of the second component with the same code has to lie after the end date (the [HrComponents.EndDate] field) of the first component.

**StateCode – State code**

The [HrComponents.StateCode] field stores the code of the state of the component. The field can be used to create components that will be used in one specific state, for example state dependent taxes or premiums.

**Note:**

The availability of this field depends on the country-specific legislation.

**Syscreated – Syscreated**

The [HrComponents.Syscreated] field stores the date and time when a component was created. The system populates this field for all components.

**Syscreator – Syscreator**

The [HrComponents.Syscreator] field stores the creator of a component. The system populates this field for all components. The [HrComponents.Syscreator] field refers to the [Humres.Res\_ID] field.

**SysGuid – SysGuid**

The [HrComponents.SysGuid] field stores a unique identifier and is used for technical reasons only. It has no functional meaning. The system populates this field for all components.

**Sysmodified – Sysmodified**

The [HrComponents.Sysmodified] field stores the date and time when a component was last modified. Initially, this field contains the creation date. When a user modifies a component, the date and time stored in the [HrComponents.Sysmodified] field are changed to the date and time of modification. The system populates this field for all components.

**Sysmodifier – Sysmodifier**

The [HrComponents.Sysmodifier] field stores the ID of the person who modified a component. Initially, this field contains the creator ID. When a user modifies a component, the modifier ID stored in the [HrComponents.Sysmodifier] field is changed to the ID of the user who modified the component. The system populates this field for all components. The [HrComponents.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [HrComponents.Timestamp] field is a technical field, which the SQL server triggers. The timestamp sorts the components in created or changed order. The system assigns a new timestamp for each new component and updates the timestamp of the changed components. The system uses the timestamp for replication. The replication process uses only the components that have the latest timestamp, which means that the target system receives only the new or updated components.

**Unit** – Unit

The [HrComponents.Unit] field indicates if the component is handled as an amount or a percentage. If the component is handled as a percentage, the [HrComponents.Default\_Percentage] field can be filled; if the component is handled as an amount, the [HrComponents.Default\_Amount] field can be filled. The [HrComponents.Unit] field can store one of the following values:

Value	Description
A	Amount
P	Percentage

### 45.3 COUNTRY SPECIFIC FIELD DETAILS – NETHERLANDS (NL)

#### Country\_char1 – Country specific character field 1

The [HrComponents.Country\_char1] field stores the type of entry a component should be used in. The available values are dependent on the (sub) type of the component. The [HrComponents.Country\_char1] field can store one of the following values:

Value	Description
B	Both
R	Regular
S	Special

#### Country\_char2 – Country specific character field 2

The [HrComponents.Country\_char2] field stores the type of franchise / maximum wage for the component. By default, this field will contain the value “J”. The value “D” is only allowed for gross premiums with a percentage (the [HrComponents.Comp\_Type] field = “D” and the [HrComponents.Comp\_Sub\_Type] field = “2100” or “2101”).

The value of this field determines whether the values filled in the [HrComponents.Country\_float1] and [HrComponents.Country\_float2] fields are amounts per day or per year. The [HrComponents.Country\_char2] field can store one of the following values:

Value	Description
D	Day
J	Year
U	Day/Hour franchise

#### Country\_char3 – Country specific character field 3

The [HrComponents.Country\_char3] field stores the method of payment of the holiday / 13<sup>th</sup> month reservation when an employee is out of service. By default, this field will contain the value “L”. The [HrComponents.Country\_char3] field can store one of the following values:

Value	Description
L	Payment in last period of employment.
M	Payment in first period after ending employment.
N	No payment.
O	Niet uitbetalen (wel in uitbetalingsperiode).
P	Niet uitbetalen (wel indien gelijk aan einddatum uitbetalingsperiode).

**Country\_char4** – Country specific character field 4

The [HrComponents.Country\_char4] field indicates if the component is calculated cumulative per year or per period. This field is only available for the following subtypes:

- Bruto premie werknemer percentage over bruto loon ([HrComponents.Comp\_Sub\_Type] = “2100”)
- Bruto premie werkgever percentage over bruto loon ([HrComponents.Comp\_Sub\_Type] = “2101”)
- Bruto premie werknemer percentage over BTER-loon ([HrComponents.Comp\_Sub\_Type] = “2200”)
- Bruto premie werkgever percentage over BTER-loon ([HrComponents.Comp\_Sub\_Type] = “2201”)
- Bruto premie werknemer percentage over SV-loon ([HrComponents.Comp\_Sub\_Type] = “2400”)
- Bruto premie werkgever percentage over SV-loon ([HrComponents.Comp\_Sub\_Type] = “2401”)
- Netto premie werknemer percentage over bruto loon ([HrComponents.Comp\_Sub\_Type] = “2900”)
- Netto premie werkgever percentage over bruto loon ([HrComponents.Comp\_Sub\_Type] = “2901”)
- Netto premie werknemer percentage over BTER-loon ([HrComponents.Comp\_Sub\_Type] = “2910”)
- Netto premie werkgever percentage over BTER-loon ([HrComponents.Comp\_Sub\_Type] = “2911”)
- Netto premie werknemer percentage over SV-loon ([HrComponents.Comp\_Sub\_Type] = “2920”)
- Netto premie werkgever percentage over SV-loon ([HrComponents.Comp\_Sub\_Type] = “2921”)

The [HrComponents.Country\_char4] field can store one of the following values:

Value	Description
P	Period
Y	Year

**Country\_char5** – Country specific character field 5

The [HrComponents.Country\_char5] field stores the type of minimum age calculation for a deduction. For the deduction calculation, this can be the age at the start of the payroll year or at the start of the period. The value of the field [HrComponents.Country\_float4] will be used as the minimum age.

If the [HrComponents.Country\_char5] field has the value “P”, then the deduction will only be calculated for employees who have the age stored in the [HrComponents.Country\_float4] field in the period or are older. If the employee is younger, nothing is calculated. The [HrComponents.Country\_char5] field can store one of the following values:

Value	Description
P	Period
Y	Year

**Country\_char6** – Country specific character field 6

The [HrComponents.Country\_char6] field stores the type of maximum age calculation for a deduction. For the deduction calculation, this can be the age at the start of the payroll year or at the start of the period. The value of the field [HrComponents.Country\_float5] will be used as the maximum age.

If the [HrComponents.Country\_char5] field has the value “P”, then the deduction will only be calculated for employees who have the age stored in the [HrComponents.Country\_float5] field in the period or are younger. If the employee is older, nothing is calculated. The [HrComponents.Country\_char6] field can store one of the following values:

Value	Description
P	Period
Y	Year

**Country\_char7** – Country specific character field 7

The [HrComponents.Country\_char7] field indicates if a specific “vakantiefonds” calculation has to be included in the payroll calculation. This field is only used for components of type “vakantiebon” (so components where [HrComponents.Comp\_Type] = “F” and [HrComponents.Comp\_Sub\_Type] = “1300”, “1301” or “1302”).

The values in the [HrComponents.Country\_char7] field refer to a specific sub sector agreement. The [HrComponents.Country\_char7] field can store one of the following values:

Value	Description
N	Not used
1	SFB: CAO Bouw
2	SFS: CAO Stukadoors
3	SFB: CAO Natuursteen
6	SFS: CAO Schilders
9	SFB: CAO Timmerfabrieken

**Country\_float1** – Country specific number field 1

The [HrComponents.Country\_float1] field stores the franchise for the component. The amount of the franchise (= the amount over which the component is not to be calculated) can be entered as an amount per year or per day, dependent on the value of the [HrComponents.Country\_char2] field. A value is only allowed for gross premiums with a percentage (so components where [HrComponents.Comp\_Type] = “D” and [HrComponents.Comp\_Sub\_Type] = “2100” or “2101”).

**Note:**

The [HrComponents.Country\_float1] field can also store the non taxable amount for components with subtype “1800” or “1810” (so where [HrComponents.Comp\_Sub\_Type] has value “1800” or “1810”).

**Country\_float2** – Country specific number field 2

The [HrComponents.Country\_float2] field stores the maximum wage for the component. The amount of the maximum wage (= above this wage, the component is not to be calculated) can be entered as an amount per year or per day, dependent on the value of the [HrComponents.Country\_char2] field. If the value of the [HrComponents.Country\_float2] field is not equal to “0”, then this amount must be bigger than the value of the [HrComponents.Country\_float1] field.

A value is only allowed for gross premiums with a percentage (so components where [HrComponents.Comp\_Type] = “D” and [HrComponents.Comp\_Sub\_Type] = “2100” or “2101”).

**Country\_float3** – Country specific number field 3

The [HrComponents.Country\_float3] field stores in which period a reservation will be paid. A value is only allowed for reservations (so components where [HrComponents.Comp\_Sub\_Type] = “1900”, “1910”, “1920” or “1930”). When such a component is linked to an employee and this field is filled in the component, it will automatically be paid in the period entered.

**Country\_float4** – Country specific number field 4

The [HrComponents.Country\_float4] field stores the minimum age of a resource for a component. The age can be entered as the age at the start of the year or the start of the period, depending on the value of the [HrComponents.Country\_char5] field. For more information, see the [HrComponents.Country\_char5] field.

**Country\_float5** – Country specific number field 5

The [HrComponents.Country\_float5] field stores the maximum age of a resource for the component. The age can be entered as the age at the start of the year or the start of the period, depending on the value of the [HrComponents.Country\_char6] field. For more information, see the [HrComponents.Country\_char6] field.

**Country\_float9** – Country specific number field 9

The [HrComponents.Country\_float9] field stores the number of hours per day for the component.

**Country\_ny2** – Country specific no / yes field 2

The [HrComponents.Country\_ny2] field indicates whether the component is to be included in the BTER wage (E-Bouwloon module). The BTER wage is used as a basic value for calculating various premiums that are specific for building construction companies. The value “1” indicates that the component will be included in the BTER wage; the value “0” indicates that the component will not be included in the BTER wage. The [HrComponents.Country\_ny2] field is only available for components with subtype “1000”, “1010”, “1020”, “1030”, “1310”, “1400”, “1500”, “1900”, “1901”, “1920”, “1921”, “1950” and “1960”.

**Country\_ny4** – Country specific no / yes field 4

The [HrComponents.Country\_ny4] field indicates whether the number of hours entered for the component is used in the calculation of some tax rebates (for component subtypes “3100”, “3110” and “3120”). This field is only used for components of subtype “1850” (gross hour) and “1860” (net hour). Regardless of the value of this field, the (calculated) amount for the hour type will always be taken into account when calculating the tax rebates. This calculation also needs a number of hours worked this period and this field determines whether the hours entered at the base salary should be raised / lowered with the number of hours entered for this hour type.

The value “1” indicates that the number of hours entered for this component will be used for the calculation of the tax rebates; the value “0” indicates that the number of hours entered for this component will not be used for the calculation of the tax rebates.

**Example:** when the employee has worked 144 regular hours (base salary) this period and this hour type was added with 12 hours, the tax rebates will be calculated using 156 hours.

**FormulaField** – Formula field

The [HrComponents.FormulaField] is used to determine which components should be taken into account for calculating the base value for this component.

A value in this field is only allowed for reservations and deductions in terms of percentage (so components with subtype ([HrComponents.Comp\_Sub\_Type]) “1900”, “1910”, “2100”, “2101”, “2900” and “2901”).

This field can contain two things:

- component subtypes ([HrComponents.Comp\_Sub\_Type]) and/or
- component codes ([HrComponents.Comp\_Code]).

When all components of a certain subtype are selected, only the subtype is saved. When not all components of a certain subtype are selected, the component codes are saved.

Notation is as follows: first all subtypes (the [HrComponents.Comp\_Sub\_Type] field) separated by a comma, then a semi-colon ( ; ), then all components (the [HrComponents.Comp\_Code] field) separated by a comma. The semi-colon is always saved, except when nothing is selected.

When this field is left empty for the six sub types mentioned above, the component will be calculated using only the base salary as a basic value (so components where the [HrComponents.Comp\_Sub\_Type] field = “1000” or “1010”).

**Example:** “1000,1950;BRUTO,VAKGELD” means that the base value for this component will be calculated from all components of sub type “1000” and subtype “1950” and of components “BRUTO” and “VAKGELD”.

**JobActivity** – Job activity

The [HrComponents.JobActivity] field indicates which entities are used in a wage scale component. If applicable, this field stores the job group for the children of a wage scale component. The [HrComponents.JobActivity] field can contain one or a combination of the following values for wage scales. The value “N” is never part of a combination. Which value or combination of values is available is country dependent. For more information, see the Country specific details section(s):

Value	Description
A	Age
D	Years in service
G	Job group
N	Not applicable
L	Function (job) level
S	Scale
A	Age
D	Years in service
G	Job group
N	Not applicable
L	Function (job) level
S	Scale

The [HrComponents.JobActivity] field is also used to store the color of the child components of the hour matrix (so the color of the components where [HrComponents.Comp\_Type] = “M” and [HrComponents.Comp\_Type] for the parent component equals “H”).

**Ledger\_CostCenter** – Cost center for deviating general ledger account number

The [HrComponents.Ledger\_CostCenter] field stores the cost center of the component in case a deviating general ledger account number or a deviating percentage for the “WA” / “WAO” premiums per cost center is defined.

- To store deviating percentages per cost center for the WA / WAO premium: a child component record is created for the original WA / WAO component. The [HrComponents.Comp\_Code] field will be the same but will be preceded with “#” and a sequence number. The [HrComponents.Parent\_Code] is filled with the [HrComponents.Comp\_Code] of the original WA / WAO premium. The [HrComponents.Comp\_Type] has value “M” for the child component.
- To store deviating general ledger account numbers per cost center: the [HrComponents.Comp\_Code] field will be the same as the original component code, but will be preceded with “\*”. The [HrComponents.Comp\_Type] field has value “L”.

**Origin – Origin**

The [HrComponents.Origin] field stores the origin of numbers or days of the component. This field can be filled for components of type Financial (so where [HrComponents.Comp\_Type] = "F") where one of the following conditions also applies:

- The subtype of the component is "Salary", "Salary net" or "Wage illness" (so where [HrComponents.Comp\_Sub\_Type] is value "1000", "1010" or "1015").
- The payment period is set to "Daily" or "Hourly" (so where [HrComponents.Payment\_Period] is value "D" or "H").
- The payment period is set to "Once only" and the subtype is "Gross deduction" or "Nett-Gross calculation" (so where [HrComponents.Payment\_Period] is value "O" and [HrComponents.Comp\_Sub\_Type] is value "1020" or "1030").

The [HrComponents.Origin] field can store one of the following values:

Value	Description	Remark
A	Actual	The number of days (HrComp_Trans.Number_Days_Period) and hours (HrComp_Trans.Number) are retrieved from the actual hour records of the employee. Items of type "Labor hours" can be selected in the "Activity" tab of the component.
C	Contract	The number of days (HrComp_Trans.Number_Days_Period) and hours (HrComp_Trans.Number) are retrieved from the MRS records of the employee. Items of type "Labor hours" can be selected in the "Activity" tab of the component.
N	N/A	N/A
T	Time	Only available for components of type "Gross hour compensation" (HrComponents.Comp_Sub_Type = "1850") and type "Gross hour deduction" (HrComponents.Comp_Sub_Type = "1860"). If Time is selected as source, only 1 item of the type "Labor hour" can be linked in the "Activity" tab of the component.
X	Commission invoice	Only available for financial components (so where [HrComponents.Comp_Type] = "F") where the payment frequency is set to "Once only" (so where [HrComponents.Payment_Period] = "O"). If Commission invoice is selected as source, only items of the type "Phantom" can be linked in the "Activity" tab of the component. In this case, records are created in table [HrComp_Resource] from E-Invoice to pay commissions.

**Parent\_Code – Parent**

The [HrComponents.Parent\_Code] field is used to link a component of type reservation to a component. When a reservation component is linked to this component, this component cannot be linked to an employee anymore. In the parent component, it is possible to enter a period in which the reservation is to be paid. In that period, the current component will automatically be used to pay the reservation. A value is obligatory for components with subtype "1950", "1960", "1970" and "1980". For all other (financial) components, this field must be empty.

A component with subtype X can only have a component with subtype Y linked:

Component X	Component Y
1950	1900
1960	1910
1970	1920
1980	1930



## 45.4 COUNTRY SPECIFIC FIELD DETAILS - CHINA (CN)

### Country\_char1 – Prorate basis / hourly wage

The [HrComponents.Country\_char1] field stores the denominator for prorate calculation. The [HrComponents.Country\_char1] field is available for components with subtype “1000”, “1100”, “1200”, “1300”, “1350”, “1400” and “1500” at the [HrComponents.Comp\_sub\_type] field. The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime (Daily)
1300	Fixed allowance
1350	Variable allowance
1400	Gross deduction
1500	Net allowance

The [HrComponents.Country\_char1] field can store one of the following values:

Value	Description	Remarks
F	Fixed days	Denominator fixed for a component
W	Working days	Total working days for the period
C	Calendar days	Total days of the period

### Note:

The [HrComponents.Country\_char1] field is only filled based on the value in the [HrComponents.Country\_ny1] field that stores the prorate component. If the prorate component indicate any of the payment frequencies except for daily, once only and hourly, the [HrComponents.Country\_char1] field will be filled.

**Country\_char2 – Tax method**

The [HrComponents.Country\_char2] field stores the type of tax method. The

[HrComponents.Country\_char2] field is available based on the following conditions:

Only for components with subtype “1100”, “1300” and “1350” at the [HrComponents.Comp\_sub\_type] field. The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1300	Fixed allowance
1350	Variable allowance

Only if the [HrComponents.Country\_ny1] field indicate that the prorate component is based on the payment frequencies of once-only, monthly, quarterly, half- yearly and yearly.

The [HrComponents.Country\_char2] field can store one of the following values:

Value	Description	Remarks
N	Normal	The tax amount is paid over every month
A	Average	The tax amount is paid over a few periods
I	Independent	The tax amount is paid once in every quarter
O	Once- only	The tax amount is paid once-only in full

**Note:**

The [HrComponents.Country\_char2] field is available to store the normal tax method if the [HrComponents.Payment\_period] field is defined as once-only, monthly, quarterly, half-yearly and yearly.

The [HrComponents.Country\_char2] field is available to store the average tax method if the [HrComponents.Payment\_period] field is defined as quarterly, half-yearly and yearly.

The [HrComponents.Country\_char2] field is available to store the independent tax method if the [HrComponents.Payment\_period] field is defined as once-only, monthly, quarterly, half-yearly and yearly.

The [HrComponents.Country\_char2] field is available to store the once-only tax method if the [HrComponents.Payment\_period] field is defined as once-only and yearly.

Tax Method	Payment Period
Normal	once-only, monthly, quarterly, half-yearly and yearly
Average	quarterly, half-yearly and yearly
Independent	once-only, monthly, quarterly, half-yearly and yearly
Once-only	once-only and yearly

**Country\_char3 – Rounding**

The [HrComponents.Country\_char3] field stores the types of rounding method used for final amount calculation. The [HrComponents.Country\_char3] field is available for components with all subtypes except for subtype “4000” and “4100”. The [HrComponents.Country\_char3] field can store one of the following values:

Value	Description	Remarks
N	None	No rounding
O	Normal	Normal rounding
U	Up	Rounding up
D	Down	Rounding down

**Country\_char4 – Precision**

The [HrComponents.Country\_char4] field stores the types of precision method used for calculation. The [HrComponents.Country\_char4] field is available for components with all subtypes except for subtype “4000” and “4100”. The [HrComponents.Country\_char4] field can store one of the following values:

Value	Description	Remarks
A	0.01	2 decimal
B	0.10	1 decimal
C	1.00	0 decimal

**Note:**

The [HrComponents.Country\_char4] field is only filled if the rounding method is not defined as none in the [HrComponents.Country\_char3] field.

**Country\_float1 – Denominator**

The [HrComponents.Country\_float1] field stores the divisor used with the prorated amount. The [HrComponents.Country\_float1] field is filled for components with subtype “1000”, “1100”, “1200”, “1300”, “1350”, “1400”, “1450” and “1500” at the [HrComponents.Comp\_sub\_type] field.

The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime (Daily)
1300	Fixed allowance
1350	Variable allowance
1400	Gross deduction
1450	Net deduction
1500	Net allowance

**Note:**

The [HrComponents.Country\_float1] field is filled only if the [HrComponents.Country\_char1] field indicate that the prorate basis is based on fixed days.

**Country\_float2 – Overtime rate**

The [HrComponents.Country\_float2] field stores the multiplier to calculate the overtime hourly wage for overtime component. This field enables the calculation of overtime pay based on the normal salary of resources that works overtime. The [HrComponents.Country\_float2] field is only filled for component with subtype “1200”, which is the overtime (daily) subtype.

**Country\_float3** – Fixed deduction / tax threshold

The [HrComponents.Country\_float3] field is shared to store the fixed deduction value for social insurance calculation and tax threshold value for fixed tax calculation for local workers. The value stored in the [HrComponents.Country\_float3] field is determined by the subtype of the component described as follows:

Store Value	Component Subtype
Fixed deduction (social insurance calculation)	"2000", "2100", "2200", "2250", "2300", "2400", "2500"
Tax threshold (fixed tax calculation)	"3000"

The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2250	Supplementary Insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing fund
3000	Tax

**Country\_float4** – Minimum base value / foreigner tax threshold

The [HrComponents.Country\_float4] field is shared to store the minimum base value for social insurance calculation and foreigner tax threshold value for tax calculation for foreign workers. The value stored in the [HrComponents.Country\_float4] field is determined based on the subtype of the component described as follows:

Stored Value	Component Subtype
Minimum base value	"2000", "2100", "2200", "2250", "2300", "2400", "2500"
Foreigner tax threshold	"3000"

The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2250	Supplementary Insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing fund
3000	Tax

The [HrComponents.Country\_float4] field stores minimum base value that determine the calculation. The [HrComponents.Country\_float4] field can store one of the following values:

Value	Remarks
0	No minimum
Less than minimum value	No calculation
More than minimum value	Perform calculation

**Country\_float5** – Maximum base value

The [HrComponents.Country\_float5] field stores the maximum based value of social insurance calculation. The [HrComponents.Country\_float5] field is filled to stores the maximum base value for components with subtype “2000”, “2100”, “2200”, “2250”, “2300”, “2400” and “2500” at the [HrComponents.Comp\_sub\_type] field. The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2250	Supplementary Insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing fund

The [HrComponents.Country\_float5] field can store one of the following values:

Value	Remarks
0	No limit
Less than maximum value	Take defined value as the base
More than maximum value	Take maximum value as the base

**Country\_float6** – Maximum contribution housing fund

The [HrComponents.Country\_float5] field stores the maximum housing fund value contributed by the employee or employer. The [HrComponents.Country\_float6] field is only filled for component with subtype “2500”, which is the housing fund subtype.

**Country\_ny1** – Prorate component

The [HrComponents.Country\_ny1] field stores the value that indicate whether to perform prorate calculation. The [HrComponents.Country\_ny1] field can store one of the following values:

Value	Remarks
0	No - Do not perform prorate calculation
1	Yes - Perform prorate calculation

The [HrComponents.Country\_ny1] field is filled for components with subtype "1000", "1100", "1200", "1300", "1350", "1400", "1450" and "1500" at the [HrComponents.Comp\_sub\_type] field.

The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime (Daily)
1300	Fixed allowance
1350	Variable allowance
1400	Gross deduction
1450	Net deduction
1500	Net allowance

**Note:**

The [HrComponents.Country\_ny1] field is only filled if the prorate component is based on any of the frequencies except for daily, hourly and once-only. The [HrComponents.Country\_ny1] field stores the "1" value if it is filled for component with subtype "1200". This enables the [HrComponent.Country\_ny1] field to use the [HrComponents.Country\_char1] field to calculate the component overtime hourly wages.

**Country\_string1** – Employer reference number

The [HrComponents.Country\_string1] field stores the employer reference number when the company declares the deduction components such as tax, social insurance and housing fund. The [HrComp\_trans.Country\_string1] field is filled for components with subtype "2000", "2100", "2200", "2250", "2300", "2400" and "2500" at the [HrComponents.Comp\_sub\_type] field. The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2250	Supplementary Insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing fund

## 45.5 COUNTRY SPECIFIC FIELD DETAILS – MALAYSIA (MY)

### Country\_char1 – Prorate basis / hourly wage

The [HrComponents.Country\_char1] field stores the denominator for a prorate calculation. The [HrComponents.Country\_char1] field is available for components with subtype “1000”, “1100”, “1200” and “1300” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime
1300	Fixed allowances

The [HrComponents.Country\_char1] field can store one of the following values:

Value	Description	Remarks
F	Fixed days	Denominator fixed for a component
W	Working days	Total working days for the period
C	Calendar days	Total days of the period

#### Note:

The [HrComponents.Country\_char1] field is enabled only if the [HrComponents.Country\_ny1] field indicates that the prorate component is based on any of the payment frequencies except for daily, once-only and hourly for components with subtype “1000”, “1100” and “1300”.

### Country\_char2 – Prorate basis (Worked days)

The [HrComponents.Country\_char2] field stores the total actual worked days of a resource. The prorate basis is based on the working days or the calendar days. The [HrComponents.Country\_char2] field is available for components with subtype “1000”, “1100”, “1300” and only if the [HrComponents.Country\_ny1] field indicates that the prorate component is based on any of the payment frequencies except for daily, once-only and hourly. The [HrComponents.Country\_char2] field can store one of the following values:

Value	Description
W	Working days
C	Calendar

**Country\_float2 – Denominator**

The [HrComponents.Country\_float2] field stores the fixed days in a month for calculating the prorated salary (for newly joined or resigned employee). The [HrComponents.Country\_float2] field is available for components with subtype “1000”, “1100”, “1200” and “1300” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime
1300	Fixed allowances

**Note:**

The [HrComponents.Country\_float2] field is enabled only if the [HrComponents.Country\_char1] field indicates that the prorate basis is based on fixed days and must not be empty.

**Country\_float3 – Overtime rate**

The [HrComponents.Country\_float3] field stores the multiplier for the overtime hourly wage for an overtime component. This field stores the overtime rate when a resource works overtime. The [HrComponents.Country\_float3] field is only available for component with subtype “1200”.

**Country\_float4 – Print on EA form under code**

The [HrComponents.Country\_float4] field indicates at which category/code the remuneration amount will be displayed on the respective statutory reports (EA form). The [HrComponents.Country\_float4] field is available for all the financial components with subtype “1000”, “1100”, “1200”, “1300”, and Non-monetary benefits (Benefit in Kind) component with subtype “2103”.

**Country\_float5 – Print on CP21 form under code**

The [HrComponents.Country\_float5] field indicates at which category/ code the remuneration amount will be displayed on the respective statutory reports (CP21 form). The [HrComponents.Country\_float5] field allows a company to declare to the Lembaga Hasil Dalam Negeri (LHDN) department when a resource is leaving the current country to work for another country.



**Country\_ny1 – Prorate component**

The [HrComponents.Country\_ny1] field stores a value that determines if the component is a prorate component in order to perform prorate calculation. This also determines whether to calculate the overtime hourly wages. The [HrComponents.Country\_ny1] field is available for components with subtype “1000”, “1100”, “1200” and “1300” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime
1300	Fixed allowance

The [HrComponents.Country\_ny1] field can store one of the following values:

Value	Remarks
0	No - Do not perform prorate calculation
1	Yes - Perform prorate calculation

**Note:**

The [HrComponents.Country\_ny1] field is only enabled if the prorate component is based on any of the frequencies except for daily, hourly and once only. The [HrComponents.Country\_ny1] field stores the value "1" if it is filled for component with subtype “1200”. This enables the [HrComponent.Country\_ny1] field to use the [HrComponents.Country\_char1] field to calculate the component overtime hourly wages.

**Country\_ny2 – EPF contribution**

The [HrComponents.Country\_ny2] field indicates if the payroll component has any Employee Provident Fund (EPF) contribution. The value "0" indicates it has no EPF contribution. The value "1" indicates it has an EPF contribution.

**Country\_ny3 – SOCSO contribution**

The [HrComponents.Country\_ny3] field indicates if the payroll component has any Social Security Organization (SOCSO) contribution. The value "0" indicates it has no SOCSO contribution. The value "1" indicates it has a SOCSO contribution.

**Country\_ny4 – Tax contribution**

The [HrComponents.Country\_ny4] field indicates if the payroll component has any tax contribution. The value "0" indicates it has no tax contribution. The value "1" indicates it has a tax contribution.

**Country\_string1** – Employer reference number

The [HrComponents.Country\_string1] field stores the employer reference number when a company declares the deduction components such as EPF employer, SOCSO, tax employee, HRDF, Non-monetary benefits and CP38. The [HrComponents.Country\_string1] field is available for components with subtype “2100”, “2101”, “2102”, “2103”, “2104”, “2105”, “3000” and “3100” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
2100	Employee provident fund (EPF)
2101	Social security organization (SOCSO)
2102	Human resource development fund (HRDF)
2103	Non-monetary benefits
2104	Amanah Sahan Nasional
2105	Tabung Haji
3000	Monthly scheduler tax deduction (PCB)
3100	CP38 deduction

**Note:**

- The [HrComponents.Country\_string1] field is enabled only if the components are paid by employer (indicated in the [HrComponents.Paid\_by] field with value “R”) for components with subtype “2100”, “2101”, “2102”, “2103” and “3000”.

For components (paid by employer) with subtype “2100” and “2101”, once the [HrComponents.Country\_string1] field is filled, the value in this field will be copied into the same field of the other components (paid by employee) that has the same subtype.

The [HrComponents.Country\_string1] field is enabled only if the components are paid by employee (indicated in the [HrComponents.Paid\_by] field with value “E”) for components with subtype “2104”, “2105”, “3000” and “3100”. For component with subtype “3000” and “3100”, once any of the [HrComponents.Country\_string1] field is filled, the value in this field will be copied into the same field of the other components with the same subtype range (“3000” and “3100”).

## 45.6 COUNTRY SPECIFIC FIELD DETAILS – MIDDLE EAST (AE)

### Country\_char1 – Prorate basis / hourly wage

The [HrComponents.Country\_char1] field stores the denominator for a prorate calculation. The [HrComponents.Country\_char1] field is available for components with subtype “1000”, “1100”, “1200”, “1300”, “1301”, “1302”, “1400” and “1950” (stored in the [HrComponents.Comp\_Sub\_Type] field).

The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Unpaid Leave
1300	Earning/deduction affect pension
1301	Earning/deduction affect provident fund
1302	Earning/deduction affect pension and provident fund
1400	Net earning/deduction
1950	Indemnity benefits

The [HrComponents.Country\_char1] field can store one of the following values:

Value	Description	Remarks
F	Fixed days	Denominator fixed for a component
W	Working days	Total working days for the period
C	Calendar days	Total days of the period
U	User Defined	User defined the total days of a period

#### Note:

The [HrComponents.Country\_char1] field is enabled only if the [HrComponents.Country\_ny1] field identified the prorate component is set to any of the payment frequencies except for daily, once only and hourly. The [HrComp\_Trans.Country\_char1] with value "U" (User Defined) is only applicable to component with subtype “1200”.

### Country\_char2 – Profit / loss base

The [HrComponents.Country\_char2] field stores the amount of the profit or loss from the provident fund, which will be shared with the fund contributors. The [HrComponents.Country\_char2] field is available for components with subtype “1930” (stored in the [HrComponents.Comp\_Sub\_Type] field).

The component's subtype has the following description:

Subtype	Description
1930	Profit/loss from provident fund

The [HrComponents.Country\_char2] field can store one of the following values:

Value	Description	Remarks
B	Fund balance	Profit/loss calculated based on profit/ loss balance
P	Fund balance & Profit or Loss	Profit/loss calculated based on profit/ loss balance and profit/ loss

**Country\_char3 – Deduction**

The [HrComponents.Country\_char3] field stores the method for the deduction of loan repayment. The [HrComponents.Country\_char3] field is available for components with subtype “1610”, “1910” and “1951” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1610	Loan
1910	Provident fund loan
1951	Loan against indemnity benefits

The [HrComponents.Country\_char3] field can store one of the following values:

Value	Description	Remarks	Applicable for
C	Current period	Repay on the same month when a loan is released to resource	Components with subtype "1610", "1910", "1951"
N	Next period	Repay on the next month after a loan is released to resource	Components with subtype "1610", "1910", "1951"
S	With salary payments	Repay when there is a salary payment	Components with subtype "1610"
R	On resignation	Repay in the period that the resource last salary is calculated	Components with subtype "1951"

**Country\_char4 – Pension fund**

The [HrComponents.Country\_char4] field stores the different types of pension funds. The [HrComponents.Country\_char4] field is available for components with subtype “2000” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following description:

Subtype	Description
2000	Pension/ social security (for both employer and employee)

The [HrComponents.Country\_char4] field can store one of the following values:

Value	Description	Remarks	Note
B	Basic fund	The total pension amount is subject to a limit of 1250	If the total pension amount is lesser than the basic fund (limit to 1250), the calculated pension amount will be used. If the total pension amount is more than the basic fund, the maximum value of 1250 will be used.
G	GOSI fund		The total pension amount is calculated based on the minimum and maximum values defined by user.
T	Takmeeli fund	The total pension amount is subject to a limit of 2250	If the total pension amount is lesser than the Takmeeli fund (limit to 2250), the calculated pension amount will be used. If the total pension amount is more than the Takmeeli fund, the maximum value of 2250 will be used.
N	Normal fund	No limit on the total pension amount	Nil

**Country\_char5 – Accrual factors**

The [HrComponents.Country\_char5] field stores the accrual factors for indemnity benefits calculation. The [HrComponents.Country\_char5] field is available for components with subtype “1950” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following description:

Subtype	Description
1950	Indemnity benefits

The [HrComponents.Country\_char5] field can store one of the following values:

Value	Description	Remarks
F	Fixed days	Denominator fixed for a component
C	Calendar days	Total days of the period

**Country\_char6 – Basis**

The [HrComponents.Country\_char6] field stores the calculation basis for all related financial components. The [HrComponents.Country\_char6] field is available for the following components (stored in the [HrComponents.Comp\_Sub\_Type] field):

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime (by employer only)
1200	Unpaid leave (by employer only)
1300	Earning/Deduction affect pension (for both employer and employee)
1301	Earning/Deduction affect provident fund (for both employer and employee)
1302	Earning/Deduction affect pension and provident fund (for both employer and employee)
1400	Net earnings/Net deductions (for both employer and employee)

The [HrComponents.Country\_char6] field can store one of the following values:

Value	Description
M	Monthly
Y	Yearly

**Country\_char7 – Methodology**

The [HrComponents.Country\_char7] field stores the methodology to calculate the payback of the indemnity benefits amount when a resource resigned or terminated. This field is available for component with subtype “1950” (store in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following description:

Subtype	Description
1950	Indemnity benefits

The [HrComponents.Country\_char7] field can store one of the following values:

Value	Description
D	Day
P	Percentage

**Country\_float1** – Illness day 1/ overtime/ denominator/ qualifying base value

The [HrComponents.Country\_float1] field is shared to store the first range of illness day, the overtime day, the denominator or the qualifying base value for the pension deduction. The [HrComponents.Country\_float1] field is available for components with subtype “1501”, “1200”, “1950” and “2000” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1501	Illness/ Illness repayment
1200	Unpaid leave
1950	Indemnity benefits
2000	Pension/Social security (for both employer and employee)

**Illness day 1:** The [HrComponents.Country\_float1] field stores the resource's absent day for components with subtype of “1501”. If the number of absent days is within the range specified in this field, the resource is entitled to a specific percentage of illness payment, depending on the first illness percentage (stored in the [HrComp\_Trans.Country\_float2] field). The [HrComponents.Country\_float1] field is the first of five fields that stores such data. The other fields are [HrComponents.Country\_float4] storing illness day 2, [HrComponents.Country\_float6] storing illness day 3, [HrComponents.Country\_float8] storing illness day 4 and [HrComponents.Country\_float12] storing illness day 5.

**Overtime:** The [HrComponents.Country\_float1] field is used to store the overtime day or unpaid leave day for components with subtype “1200”. This field stores the day when a resource works overtime or take unpaid leave.

**Denominator:** The [HrComponents.Country\_float1] field is used to store a denominator for components with subtype “1950”. This field stores the number of days in a year for indemnity benefits calculation.

**Qualifying base value:** The [HrComponents.Country\_float1] field stores the qualifying base value for the pension deduction for components with subtype of “2000”.

**Country\_float2** – Illness percentage 1/ overtime rate/ exempt amount/ Maximum base value

The [HrComponents.Country\_float2] field is shared to store the first illness percentage, overtime rate, the exempt amount or the maximum base value for the pension deduction. The [HrComponents.Country\_float2] field is available for component with subtype “1200”, “1501”, “1950” and “2000” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1200	Overtime (by employer only)
1501	Illness/ Illness repayment
1950	Indemnity benefits
2000	Pension/Social security (for both employer and employee)

**Illness percentage 1:** The [HrComponents.Country\_float2] field is used to store the illness payment in percentage in relation to the illness days (the [HrComponents.Country\_float1] field) for components with subtype “1501”. The illness payment is entitled to the resource in percentage when the resource actual absent days exceeds the first range of illness days (stored in the [HrComp\_Trans.Country\_float1] field). The [HrComponents.Country\_float2] field is the first of five fields that stores such data. The other fields are [HrComponents.Country\_float3] storing illness percentage 2, [HrComponents.Country\_float5] storing illness percentage 3, [HrComponents.Country\_float7] storing illness percentage 4 and [HrComponents.Country\_float10] storing illness percentage 5.

**Overtime rate:** The [HrComponents.Country\_float2] field is used to store the multiplier for the overtime hourly wage for components with subtype “1200”. This field stores the overtime rate when a resource works for overtime.

**Exempt amount:** The [HrComponents.Country\_float2] field is used to store the exempt amount for indemnity benefits calculation for components with subtype “1950”.

**Note:**

The [HrComponents.Country\_float2] field is available for component with subtype “1950” only if the country code is set to “Kuwait” in the company data settings (where the [Bedryf.LandCode] field has the value "KW").

**Maximum base value:** The [HrComponents.Country\_float2] field is used to store the maximum base value for the pension deduction for components with subtype of “2000”.

**Country\_float3** – Illness percentage 2/ minimum bonus/ EOSB service year 1/ Days/ Service years/  
Basis: Period

The [HrComponents.Country\_float3] field is shared to store the second illness percentage, the minimum bonus amount, the first EOSB service year, the days to define overtime rate or the service years of a resource for the GOSI fund calculation. The [HrComponents.Country\_float3] field is available for component with subtype “1100”, “1501”, “1950”, “1200” and “2000” (store in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1200	Overtime
1501	Illness/ Illness repayment
1950	Indemnity benefits
2000	Pension/Social security (for both employer and employee)

**Illness percentage 2:** The [HrComponents.Country\_float3] field is used to store the illness payment in percentage in relation to the illness days (the [HrComponents.Country\_float4] field) for components with subtype “1501”. The illness payment is entitled to the resource in percentage when the resource actual absent days exceeds the number of days specified in the second range of illness days (stored in the [HrComp\_Trans.Country\_float4] field). The [HrComponents.Country\_float3] field is the second of five fields that stores such data. The other fields are [HrComponents.Country\_float2] storing illness percentage 1, [HrComponents.Country\_float5] storing illness percentage 3, [HrComponents.Country\_float7] storing illness percentage 4 and [HrComponents.Country\_float10] storing illness percentage 5.

**Minimum bonus:** The [HrComponents.Country\_float3] field is used to store the minimum bonus amount for calculation for components with subtype “1100”. This field stores the minimum amount to validate whether the bonus value falls within the range for the calculation.

**EOSB service year 1:** The [HrComponents.Country\_float3] field is used to store the entitlement for the End of Service Benefits (EOSB)/ indemnity benefits based on service year for components with subtype “1950”. If the number of service years is greater than or equal to the number specified in this field, the resource is entitled to a number of indemnity benefit days, indicated in the first range of indemnity benefit days (stored in the [HrComp\_Trans.Country\_float4] field). The [HrComponents.Country\_float3] field is the first of three fields that stores such data. The other fields are [HrComponents.Country\_float5] storing EOSB service year 2 and [HrComponents.Country\_float7] storing EOSB service year 3.

**Days:** The [HrComponents.Country\_float3] field is used to store the days to define overtime rate for components with subtype “1200”. The [HrComponents.Country\_float3] field can store one of the following values:

Value	Description
1.0	Monday
2.0	Tuesday
3.0	Wednesday
4.0	Thursday
5.0	Friday
6.0	Saturday
7.0	Sunday
8.0	Public holidays

**Service years:** The [HrComponents.Country\_float3] field is used to store the service years of a resource for the GOSI fund calculation in the “Contribution scale” section for components with subtype “2000”.



**Note:**

The “Contribution scale” section will only be enabled only if user select Pension fund = GOSI fund.

**Basis: Period:** The [HrComponents.Country\_float3] field stores the payroll period where the system will get the calculated base salary to calculate the Pension / Social security amount for both employer and employee for component with subtype “2000” (store in the [HrComponents.Comp\_Sub\_Type] field). The component’s subtype has the following description:

Subtype	Description
2000	Pension/Social security (for both employer and employee)

The [HrComponents.Country\_float3] field can store one of the following values:

Value	Description
0.00	Current
1.00	1
2.00	2
3.00	3
4.00	4
5.00	5
6.00	6
7.00	7
8.00	8
9.00	9
10.00	10
11.00	11
12.00	12

**Note:**

If the calculation has been made for this component, this 'Basis: Period' field will be disabled for the user to alter.

**Country\_float4** – Illness day 2/ EOSB day 1/ %

The [HrComponents.Country\_float4] field is shared to store the second range of illness day, the first range of indemnity benefit days or the contribution percentage of a resource for the GOSI fund calculation. The [HrComponents.Country\_float4] field is available for component with subtype “1501”, “1950” and “2000” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1501	Illness/ Illness repayment
1950	Indemnity benefits
2000	Pension/Social security (for both employer and employee)

**Illness day 2:** The [HrComponents.Country\_float4] field is used to store the resources absent days for components with subtype “1501”. The number of days in this field is used when the number of absent day exceeds the first range of illness days specified in the [HrComp\_Trans.Country\_float1] field. The resource is entitled to a specific percentage of illness payment, depending on the second illness percentage (stored in the [HrComp\_Trans.Country\_float3] field). The [HrComponents.Country\_float4] field is the second of five fields that stores such data. The other fields are [HrComponents.Country\_float1] storing illness day 1, [HrComponents.Country\_float6] storing illness day 3, [HrComponents.Country\_float8] storing illness day 4 and [HrComponents.Country\_float12] storing illness day 5.

**EOSB day 1:** The [HrComponents.Country\_float4] field is used to store the entitlement of the indemnity benefit in days in relation to the service years for components with subtype “1950”. This field calculates the indemnity benefit in days based on the first EOSB service year (stored in the [HrComponents.Country\_float3] field). The [HrComponents.Country\_float4] field is the first of three fields that stores such data. The other fields are [HrComponents.Country\_float6] storing EOSB day 2 and [HrComponents.Country\_float8] storing EOSB day 3.

**%:** The [HrComponents.Country\_float4] field is shared to store the contribution percentage of a resource for the GOSI fund calculation in the “Contribution scale” section for components with subtype “2000”.

**Note:**

The “Contribution scale” section will only be enabled only if user select Pension fund = GOSI fund.

**Country\_float5** – Illness percentage 3/ maximum bonus/ EOSB service year 2

The [HrComponents.Country\_float5] field is shared to store the third illness percentage, the maximum bonus amount or the second EOSB service year. The [HrComponents.Country\_float5] field is available for component with subtype “1100”, “1501” and “1950” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1501	Illness/ Illness repayment
1950	Indemnity benefits

**Illness percentage 3:** The [HrComponents.Country\_float5] field is used to store the illness payment in percentage in relation to the illness days (the [HrComponents.Country\_float6] field) for component with subtype “1501”. The illness payment is entitled to the resource in percentage when the resource absent days exceeds the third range of illness days (stored in the [HrComp\_Trans.Country\_float6] field). The [HrComponents.Country\_float5] field is the third of five fields that stores such data. The other fields are [HrComponents.Country\_float2] storing illness percentage 1, [HrComponents.Country\_float3] storing illness percentage 2, [HrComponents.Country\_float7] storing illness percentage 4 and [HrComponents.Country\_float10] storing illness percentage 5.

**Maximum bonus:** The [HrComponents.Country\_float5] field is used to store the maximum bonus amount for calculation for components with subtype “1100”. This field stores the maximum amount to validate whether the bonus value fall within the range for calculation.

**EOSB service year 2:** The [HrComponents.Country\_float5] field is used to store the entitlement for the End of Service Benefits (EOSB)/ indemnity benefits based on service year for component with subtype “1950”. If the number of service years is greater than or equal the amount specified in this field, the resource is entitled to a number of indemnity benefit days, indicated in the second range of indemnity benefit days (stored in the [HrComp\_Trans.Country\_float6] field). The [HrComponents.Country\_float5] field is the second of three fields that stores such data. The other fields are [HrComponents.Country\_float3] storing EOSB service year 1 and [HrComponents.Country\_float7] storing EOSB service year 3.

**Country\_float6** – Illness day 3/ EOSB day 2

The [HrComponents.Country\_float6] field is shared to store the third range of illness days or the second range of indemnity benefit days. The [HrComponents.Country\_float6] field is available for component with subtype “1501” and “1950” (stored in the [HrComponents.Comp\_Sub\_Type] field).

The component's subtype has the following descriptions:

Subtype	Description
1501	Illness/ Illness repayment
1950	Indemnity benefits

**Illness day 3:** The [HrComponents.Country\_float6] field is used to store the resources absent days for components with subtype “1501”. The number of days in this field is used when the number of absent day exceeds the second range of illness days specified in the [HrComp\_Trans.Country\_float4] field. The resource is entitled to a specific percentage of illness payment, depending on on the third illness percentage (stored in the [HrComp\_Trans.Country\_float5] field). The [HrComponents.Country\_float6] field is the third of five fields that stores such data. The other fields are [HrComponents.Country\_float1] storing illness day 1, [HrComponents.Country\_float4] storing illness day 2, [HrComponents.Country\_float8] storing illness day 4 and [HrComponents.Country\_float12] storing illness day 5.

**EOSB day 2:** The [HrComponents.Country\_float6] field is used to store the entitlement of the indemnity benefit in days in relation to the service years for components with subtype “1950”. This field calculates the indemnity benefit in days based on the second EOSB service year stored in the [HrComponents.Country\_float5] field. The [HrComponents.Country\_float6] field is the second of three fields that stores such data. The other fields are [HrComponents.Country\_float4] storing EOSB day 2 and [HrComponents.Country\_float8] storing EOSB day 3.

**Country\_float7** – Illness percentage 4/ bonus start date/ EOSB service year 3

The [HrComponents.Country\_float7] field is shared to store the fourth illness percentage, the bonus start date or the third EOSB service year. The [HrComponents.Country\_float7] field is available for components with subtype “1100”, “1501” and “1950” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1501	Illness/ Illness repayment
1950	Indemnity benefits

**Illness percentage 4:** The [HrComponents.Country\_float7] field is used to store the illness payment in percentage in relation to the illness days (the [HrComponents.Country\_float8] field) for components with subtype “1501”. The illness payment is entitled to the resource in percentage when the resource absent days exceeds the fourth range of illness days (stored in the [HrComponents.Country\_float8] field). The [HrComponents.Country\_float7] field is the fourth of five fields that stores such data. The other fields are [HrComponents.Country\_float2] storing illness percentage 1, [HrComponents.Country\_float3] storing illness percentage 2, [HrComponents.Country\_float5] storing illness percentage 3 and [HrComponents.Country\_float10] storing illness percentage 5.

**Bonus start date:** The [HrComponents.Country\_float7] field is used to store the start date of a bonus period for component with subtype “1100”. This field stores the start date to validate whether the bonus fall within the range for calculation.

**Note:**

The [HrComponents.Country\_float7] field is enabled only if the frequency is set to once-only and must not be monthly in the [HrComponents.Country\_ny1] field.

**EOSB service year 3:** The [HrComponents.Country\_float7] field is used to store the entitlement for End of Service Benefits (EOSB)/ indemnity benefits based on service year for components with subtype “1950”. If the number of service years is greater than or equal to the amount specified in this field, the resource is entitled to a number of indemnity benefit days, depending on the third range of indemnity benefit (stored in the [HrComponent.Country\_float8] field). The [HrComponents.Country\_float7] field is the third of three fields that stores such data. The other fields are [HrComponents.Country\_float3] storing EOSB service year 1 and [HrComponents.Country\_float5] storing EOSB service year 2.

**Country\_float8** – Illness day 4/ EOSB day 3

The [HrComponents.Country\_float8] field is shared to store the fourth range of illness day or the third range of indemnity benefit days. The [HrComponents.Country\_float8] field is available for components with subtype “1501” and “1950” (stored in the [HrComponents.Comp\_Sub\_Type] field).

The component's subtype has the following descriptions:

Subtype	Description
1501	Illness/ Illness repayment
1950	Indemnity benefits

**Illness day 4:** The [HrComponents.Country\_float8] field is used to store the resources absent day for components with subtype “1501”. The number of days in this field is used when the number of actual absent day exceeds the third range of illness days (stored in the [HrComponents.Country\_float6] field). The resource is entitled to a specific percentage of illness payment, depending on the fourth illness percentage (stored in the [HrComponents.Country\_float7] field). The [HrComponents.Country\_float4] field is the fourth of five fields that stores such data. The other fields are [HrComponents.Country\_float1] storing illness day 1, [HrComponents.Country\_float4] storing illness day 2, [HrComponents.Country\_float6] storing illness day 3 and [HrComponents.Country\_float12] storing illness day 5.

**EOSB day 3:** The [HrComponents.Country\_float8] field is used to store the entitlement of the indemnity benefit in days in relation to the service years for component with subtype “1950”. This field calculates the indemnity benefit in days based on the third EOSB service year (stored in the [HrComponents.Country\_float7] field). The [HrComponents.Country\_float8] field is the third of three fields that stores such data. The other fields are [HrComponents.Country\_float4] storing EOSB day 1 and [HrComponents.Country\_float6] storing EOSB day 2.

**Country\_float9** – Accrual factor/ average period/ Terminated (days) / (%)

The [HrComponents.Country\_float9] field is shared to store the accrual factor, average period or the number of days or percentage for the payback of the indemnity benefits amount when a resource terminated on the service years (stored in the [HrComponents.Country\_float11] field). The [HrComponent.Country\_float9] field is available for components with subtype “1100”, “1300”, “1301”, “1302”, “1400” and “1950” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component’s subtype has the following descriptions:

Subtype	Description
1100	Bonus
1300	Deduction affect pension
1301	Deduction/earning affect provident fund
1302	Deduction/earning affect pension and provident fund
1400	Net deduction/earning
1950	Indemnity benefits

**Accrual factor:** The [HrComponents.Country\_float9] field is used to store the number of day in relation to the accrual factors for indemnity benefits calculation for component with subtype “1950”.

**Note:**

The [HrComponents.Country\_float9] is enabled only if the accrual factor is set to fixed days but not calendar in the [HrComponents.Country\_char5] field and only if the country code is set to “Kuwait” in the company data settings (where the [Bedryf.LandCode] field has the value "KW").

**Average period:** The [HrComponents.Country\_float9] field is used to store the value to calculate the average period for components with subtypes “1100”, “1300”, “1301”, “1302” and “1400”. This field is used when a resource does not wish to take the full amount but an average amount for a period to calculate the indemnity benefits.

**Note:**

The [HrComponents.Country\_float9] field will not include the current period for calculation if the [HrComponents.Country\_ny2] field is not filled.

**Terminated (days) / (%):** The [HrComponents.Country\_float9] field stores the number of days or percentage for the payback of the indemnity benefits amount when a resource terminated on the service years (stored in the [HrComponents.Country\_float11] field) component with subtype “1950”.

**Country\_float10** – Illness percentage 5/ Resigned (days) / (%) / limit percentage

The [HrComponents.Country\_float10] field is shared to store the fifth illness percentage, the resigned days or percentage, or the limit percentage. The [HrComponents.Country\_float10] field is available for components with subtype “1501”, “1950” and “1951” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1501	Illness/ Illness repayment
1950	Indemnity benefits
1951	Loan against indemnity benefits

**Illness percentage 5:** The [HrComponents.Country\_float10] field is used to store the illness payment in percentage in relation to the illness days (the [HrComponents.Country\_float12] field) for component with subtype “1501”. The illness payment is entitled to the resource in percentage when the resource absent days exceeds the fifth range of illness days (stored in the [HrComponents.Country\_float12] field). The [HrComponents.Country\_float10] field is the fifth of five fields that stores such data. The other fields are [HrComponents.Country\_float2] storing illness percentage 1, [HrComponents.Country\_float3] storing illness percentage 2, [HrComponents.Country\_float5] storing illness percentage 3 and [HrComponents.Country\_float7] storing illness percentage 4.

**Resigned (days) / (%):** The [HrComponents.Country\_float10] field is used to store the number of days or percentage of indemnity benefits for components with subtype “1950”. This field is used to calculate the payback of the indemnity benefits amounts a resource will receive upon his/her resignation.

**Note:**

The components with subtype “1950” allow the creation of multiple child components linked to itself as a parent component. The component's subtype codes for the child components are auto-generated during the creation. These child components will facilitate the creation of different resign percentage of indemnity benefits allocated to the resigned employee. The [HrComponents.Country\_float10] field is available for components with subtype “1950” only if the resource have more than or equal to a specified terminate service year indicated in the [HrComponents.Country\_float11] field.

**Limit percentage:** The [HrComponents.Country\_float10] field is used to store the amount of the loan that can be taken by the resource for components with subtype “1951”. This is to ensure a resource does not over commit. The loan limit stored in this field is defined as a percentage of the resource base salary.



**Country\_float11** – Terminate service year/ minimum service year

The [HrComponents.Country\_float11] field is shared to stores the terminate service year or the minimum service year. The [HrComponents.Country\_float11] field is available for components with subtype “1940” and “1950” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1940	Withdrawal from provident fund
1950	Indemnity benefits

**Terminate service year:** The [HrComponents.Country\_float11] field is used to store the terminate service year for components with subtype “1950”. The termination service year is used to get the number of days or percentage (refer to [HrComponents.Country\_float10] field) for the payback of the indemnity benefits amount when a resource resigned or terminated.

**Note:**

The components with subtype “1950” allows the creation of multiple child components linked to itself as a parent component. Similar to [HrComponents.Country\_float10] field, this is done to facilitate different resign percentage of indemnity benefits based on the terminate service year (refer to [HrComponents.Country\_float11] field) of the employee. The table below illustrates an example on the behavior of the fields:

Components Subtype	Service year [HrComponents.Country_float11]	Resign percentage [HrComponents.Country_float10]
1950 (parent component)		
#0001 (child component)	0	50%
#0002 (child component)	2	75%
#0003 (child component)	10	100%

**Minimum service year:** The [HrComponents.Country\_float11] field is used to store the minimum service year for full entitlement of fund balance on loan for components with subtype “1940”. A resource can only take back the remaining balance if he / she work more than the minimum service years.

**Country\_float12 – Illness day 5/ bonus end date**

The [HrComponents.Country\_float12] field is shared to store the fifth range of illness days or the bonus end date. The [HrComponents.Country\_float12] field is available for components with subtype “1100” and “1501” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1501	Illness/ Illness repayment

**Illness day 5:** For component with subtype “1501”, the [HrComponents.Country\_float12] field is used to store the absent days for the resource. The number of days in this field is used when the number of absent days exceeds the fourth of illness days (stored in the [HrComponents.Country\_float8] field). The resource is entitled to a specific percentage of illness payment, depending on the value stored in the [HrComponents.Country\_float10] field. The [HrComponents.Country\_float12] field is the fifth of five fields that stores such data. The other fields are [HrComponents.Country\_float1] storing illness day 1, [HrComponents.Country\_float4] storing illness day 2, [HrComponents.Country\_float6] storing illness day 3 and [HrComponents.Country\_float8] storing illness day 4.

**Bonus end date:** The [HrComponents.Country\_float12] field is used to store the end date of a bonus period for components with subtype “1100”. This field stores the end date to validate whether the bonus fall within the range for calculation.

**Note:**

The [HrComponents.Country\_float10] field is enabled only if the frequency is set to once-only and must not be monthly in the [HrComponents.Country\_ny1] field.

**Country\_ny1 – Prorate component**

The [HrComponents.Country\_ny1] field indicates whether the component is a prorate component in order to perform a prorate calculation. The [HrComponents.Country\_ny1] field is available for components with subtype “1100”, “1200”, “1300”, “1301”, “1302” and “1400” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1200	Unpaid leave
1300	Earning/deduction affect pension
1301	Earning/deduction affect provident fund
1302	Earning/deduction affect pension and provident fund
1400	Net earning/deduction

The value “0” indicates the prorate component is not included for calculation. The value “1” indicates the prorate component is included for calculation.

**Note:**

The [HrComponents.Country\_ny1] field is only enabled if the prorate component is based on any of the frequencies except for daily, hourly and once-only. The [HrComponents.Country\_ny1] field stores the value “1” if it is filled for component with subtype “1200”. This enables the [HrComponent.Country\_ny1] field to use the [HrComponents.Country\_char1] field to calculate the component overtime hourly wages.

**Country\_ny2** – Include current period

The [HrComponents.Country\_ny2] field indicates whether the average period includes the current period in the indemnity benefits calculation for components with subtype “1000”, “1100”, “1300”, “1301”, “1302” and “1400” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1300	Deduction affect pension
1301	Deduction/earning affect provident fund
1302	Deduction/earning affect pension and provident fund
1400	Net deduction/earning

The value "0" indicates that the current period is not included for calculation. The value "1" indicates the current period is included in the average calculation (in the [HrComponents.Country\_float9] field).

**Country\_ny3** – Exclude absences/ Exclude (Absence)

**Exclude absences:** The [HrComponents.Country\_ny3] field indicates whether the service years exclude the absence days in the indemnity benefits calculation for components with subtype “1950” (stored in the [HrComponents.Comp\_Sub\_Type] field). This field indicates whether to exclude days charged to certain activities such as unpaid leave days in the calculation of service years or not. The value “0” indicates the calculated service years will exclude the absence days. The value “1” indicates the service year calculation will start from the resource employment start date to the period end date.

**Note:**

The [HrComponents.Country\_ny3] field is available for component with subtype “1950” only if the country code is set to “United Arab Emirates” in the company data settings (where the [Bedryf.LandCode] field has the value “AE”) and provided the [HrComponents.Origin] field is defined as not applicable.

**Exclude (Absence):** The [HrComponents.Country\_ny3] field indicates whether to exclude payment of a resource for the related absences activities. This field has the following values:

Value	Description
0	No
1	Yes

**Note:**

This field is applicable for all the Allowances components where Source = N/A, and Frequency = Periodically, Monthly, Weekly, Quarterly, Half-yearly, Yearly, 4-Weekly and Bi-Weekly. For example, the Allowances components with subtype “1000”, “1100”, “1300”, “1301”, “1302” and “1400” (stored in the [HrComponents.Comp\_Sub\_Type] field). This field is also applicable for Indemnity benefit component with subtype “1950”. The component’s subtype has the following description:

Subtype	Description
1000	Base salary
1100	Bonus
1300	Earning / Deduction affect Pension (for both employer and employee)
1301	Earning / Deduction affect provident fund (for both employer and employee)
1302	Earning / Deduction affect pension and provident fund (for both employer and employee)
1400	Net earnings / Net deductions (for both employer and employee)
1950	Indemnity benefit

**Country\_ny4** – Include excess in indemnity benefits/ Pension: Entered amount

**Include excess in indemnity benefits:** The [HrComponents.Country\_ny4] field indicates whether the excess of the pension amount is included in the calculation of indemnity benefits for component with subtype “2000” (stored in the [HrComponents.Comp\_Sub\_Type] field). This field is normally used when a resource has a pension amount that exceeds the limit set by the fund (the [HrComponents.Country\_char4] field). The value “0” indicates it has not included the excess in indemnity benefits. The value “1” indicates the calculation of indemnity benefits will depend on the pension and the excess pension amount will be included in the base value for indemnity benefits.

**Note:**

The [HrComponents.Country\_ny4] field is available for component with subtype “2000” only if the pension fund type is “Takmeeli” in the [HrComponents.Country\_char4] field.

**Pension: Entered amount:** The [HrComponents.Country\_ny4] field stores the status of the “Pension: Entered amount” checkbox. This field is available for components with subtype “1000”, “1300” and “1302” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component’s subtype has the following description:

Subtype	Description
1000	Base salary
1300	Earnings / Deductions affect Pension
1302	Earnings / Deductions affect pension and provident funds

The [HrComponents.Country\_ny4] field has the value “0” (unchecked) to indicate that the calculation will be based on the actual calculated amount. This field has value “1” (checked) to indicate that the calculation method for the above components will be based on ‘Entered amount’ in the component maintenance.

**Note:**

The [HrComponents.Country\_ny4] field is available for component with subtype “2000” only if the pension fund type is “GOSI fund” in the [HrComponents.Country\_char4] field.

**Country\_ny6** – Use: Formula

The [HrComponents.Country\_ny6] field indicates if the user has the flexibility to define formulas for components with subtype “1100”, “1300”, “1400” and “2100” (store in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following description:

Subtype	Description
1100	Bonus
1300	Earning / Deduction affect Pension (for both employer and employee)
1400	Net earning / deduction (for both employer and employee)
2100	Deduction (for both employer and employee)

The [HrComponents.Country\_ny6] field can store one of the following values:

Value	Description
0	No
1	Yes

**Note:**

This ‘Use: Formula’ checkbox will only be enabled when Unit = ‘Amount’ is selected. This is because the formulas are for calculating the amount instead of calculating the percentage.

**Country\_String1** – Employer reference number

The [HrComponents.Country\_string1] field stores the employer reference number when a company declares the deduction components. The [HrComponents.Country\_string1] field is available for the component with subtype “2000” (stored in the [HrComponents.Comp\_Sub\_Type] field).

**Note:**

The [HrComponents.Country\_string1] field is enabled only if the components are paid by employer for components with subtype “2000” (where the [HrComponents.Paid\_By] field has the value "R").

**FormulaField** – Base value/ Formula

**Base value:** The [AEHrPayroll.FormulaField] field stores all the related components as the base value for the vacation payment calculation. This field is used for component with subtype “1970” (store in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following description:

Subtype	Description
1970	Vacation payment

**Formula:** The [AEHrPayroll.FormulaField] field stores the formula defined for calculating the amount of components with subtype “1100”, “1300”, “1400” and “2100” (store in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following description:

Subtype	Description
1100	Bonus
1300	Earning / Deduction affect Pension (for both employer and employee)
1400	Net earning / deduction (for both employer and employee)
2100	Deduction (for both employer and employee)

**Note:**

User is able to define formula for the above components when the “Use: formula” checkbox is checked (where the [HrComponents.Country\_ny6] field = '1').

## 46. HRCOMP\_RESOURCE – RESOURCE SPECIFIC COMPONENTS

### 46.1 GENERAL DESCRIPTION

The [HrComp\_Resource] table stores the information about the components per resource. Per country, some fields have specific values / definitions. These will be described per country, after the general description of the fields. The components that are supplied by Exact Software (of which the calculation is defined by law) are not linked to a resource. These components are automatically included in the payroll calculation, based on the resource specific payroll settings (the [HrPayroll] table).

### 46.2 HRCOMP\_RESOURCE FIELD DETAILS

#### **Amount** – Amount

The [HrComp\_Resource.Amount] field stores the amount of the resource specific component that will be used in the calculation. The default value is retrieved from the [HrComponents.Default\_Amount] field. Whether or not it is possible to edit this default value depends on the [HrComponents.Edit\_Resource\_Level] field.

#### **BankAccount** – Bank account

The [HrComp\_Resource.BankAccount] field stores the bank account to which an amount will be paid. The value of this field will be copied from the [HrComponents.BankAccount] field if available and depending on the component can be changed when linking the component to a resource. The [HrComp\_Resource.BankAccount] field refers to the [Bnkacc.Bknr] field and the [Bnkkop.Bank\_rek] field.

#### **Comp\_Code** – Component

The [HrComp\_Resource.Comp\_Code] field stores the code of the component that is linked to the resource. The [HrComp\_Resource.Comp\_Code] field refers to the [HrComponents.Comp\_Code] field.

#### **CompanyCode** – Company code

The [HrComp\_Resource.CompanyCode] field stores the code of the division to which the resource belongs to (at the moment the component is linked to the resource). The value from the field [Humres.Comp] will be copied to the [HrComp\_Resource.CompanyCode] field. The user cannot change this field. The [HrComp\_Resource.CompanyCode] field refers to the [Bedryf.Bednr] field.

#### **ComponentGuid** – Component Guid

The [HrComp\_Resource.ComponentGuid] field stores the unique ID for the resource specific component. The [HrComp\_Trans.ComponentGuid] field refers to this field to have a clear link between the [HrComp\_Trans] table and the [HrComp\_Resource] table.



**Contract – Contract**

The [HrComp\_Resource.Contract] field indicates if a component is linked to a contract. This field is only used if a country uses the contract system in e-Payroll (currently only Spain, Germany and Austria). The value “0” indicates that the component for this resource is not used in the contract system; the value “1” or higher indicates that the component for this resource is used in the contract system.

**Note:**

Contracts are stored as records in the [HrPayroll] table where [HrPayroll.Type] = “C”.

**Country\_char1 – Country specific character field 1**

The [HrComp\_Resource.Country\_char1] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_char2 – Country specific character field 2**

The [HrComp\_Resource.Country\_char2] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_char3 – Country specific character field 3**

The [HrComp\_Resource.Country\_char3] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_date1 – Country specific date field 1**

The [HrComp\_Resource.Country\_date1] field is used to store overtime date while was previously was stored in hrcomp\_resource.country\_float1.

**Note:**

The availability of this field depends on the country-specific legislation.

**Country\_date2 – Country specific date field 2**

The [HrComp\_Resource.Country\_date2] field is used to store overtime date while was previously was stored in hrcomp\_resource.country\_float2.

**Note:**

The availability of this field depends on the country-specific legislation.

**Country\_float1 – Country specific number field 1**

The [HrComp\_Resource.Country\_float1] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_float2 – Country specific number field 2**

The [HrComp\_Resource.Country\_float2] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_float3** – Country specific number field 3

The [HrComp\_Resource.Country\_float3] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_float4** – Country specific number field 4

The [HrComp\_Resource.Country\_float4] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_float5** – Country specific number field 5

The [HrComp\_Resource.Country\_float5] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_ny1** – Country specific no / yes field 1

The [HrComp\_Resource.Country\_ny1] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_ny2** – Country specific no / yes field 2

The [HrComp\_Resource.Country\_ny2] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Country\_ny3** – Country specific no / yes field 3

The [HrComp\_Resource.Country\_ny3] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Creditor** – Creditor

The [HrComp\_Resource.Creditor] field stores the creditor number linked to the resource specific component. The [HrComp\_Resource.Creditor] field refers to the [Cicmpy.Crdnr] and [DivisionCreditors.Creditor] fields. The [HrComp\_Resource.Creditor] field will be default filled with the value of the [HrComponents.Account] field for component of type “D” and “T”. For other component types, the field will be default filled with the value of the [Humres.Creditor] field.

**Creditor\_Account** – Creditor account

The [HrComp\_Resource.Creditor\_Account] field stores the general ledger account number on which the outstanding items will be created for the resource specific component. The value of the [HrComponents.Creditor\_Account] field will be copied to the [HrComp\_Resource.Creditor\_Account] field. The [HrComp\_Resource.Creditor\_Account] field refers to the [Grtbk.Reknr] field.

**Note:**

In some country specific functionality, the value can be defined for certain resource specific components (depending on the subtype of the component (the [HrComponents.Comp\_Sub\_Type] field)).

**Creditor\_CostCenter** – Cost center

The [HrComp\_Resource.Creditor\_CostCenter] field is not used.

**Creditor\_CostUnit** – Cost unit

The [HrComp\_Resource.Creditor\_CostUnit] field is not used.

**Currency** – Currency

The [HrComp\_Resource.Currency] field stores the currency of the component that is linked to the resource.

**Deviating\_descr50** – Deviating description

The [HrComp\_Resource.Deviating\_descr50] field stores the deviating description of the resource specific component. By default the description of the component will be used (the [HrComponents.Descr50] field).

**Division** – Division

The [HrComp\_Resource.Division] field stores the division code. The [HrComp\_Resource.Division] field stores the numeric value of the [Bedryf.Bednrn] field. This field is not used at this moment. It is added for future functionality.

**DocAttachmentID** – Attachment ID

A user can add an attachment to the resource specific component. The attachment can contain additional information which is relevant to the resource specific component. The attachment can be any type of file, such as an Excel sheet, an image, or a Word document. Attachments are stored as documents in the [BacoDiscussions] table, which is the central document table. The system uses the attachment id field to store a unique reference to the document in the [BacoDiscussions] table. The [HrComp\_Resource.DocAttachmentID] field refers to the [BacoDiscussions.ID] field.

**EndDate** – End date

The [HrComp\_Resource.EndDate] field stores the end date of the resource specific component. If the end date lies before the current date, the resource specific component is inactive. If there are resource specific components with the same code (the [HrComp\_Resource.Comp\_Code] field), then the end date of the first resource specific component must lie before the start date of the second resource specific component.

**HourlyWage** – Hourly wage

The [HrComp\_Resource.HourlyWage] field stores the hourly wage for the resource specific component. When linking such a component to a resource, the hourly wage will be calculated (if enabled) using the amount stored in the [HrComp\_Resource.Amount] field and the hours per day and days per week values. The user can also manually fill an hourly wage.

**Note:**

By default, the hours per day and days per week values are retrieved from the work schedule of the resource. Per country, different calculation methods can apply.

**ID** – ID

The [HrComp\_Resource.ID] field stores the system generated database record identification number. This field is not functionally used.

**Job\_Title** – Job title

The [HrComp\_Resource.Job\_Title] field stores the job title of the resource to which a component is linked. For wage scale components, via the job title, the job group is determined. Based on the job group the amount can be retrieved from the wage scale in case the job group is one of the dimensions in the wage scale. The [HrComp\_Resource.Job\_Title] field refers to the [Hrjbtl.Job\_Title] field.

**Ledger\_Account** – General ledger account number

The [HrComp\_Resource.Ledger\_Account] field stores the general ledger account number on which the costs and revenues will be booked for this resource specific component. The value of the [HrComponents.Ledger\_Account] will be copied to this field.

**Note:**

In some country specific functionality, the value can be defined for certain resource specific components (depending on the subtype of the component (the [HrComponents.Comp\_Sub\_Type] field)).

**Ledger\_CostCenter** – Cost center

The [HrComp\_Resource.Ledger\_CostCenter] field stores the cost center for which a deviating general ledger account number is defined for the resource specific component. The [HrComp\_Resource.Ledger\_CostCenter] field is filled with the cost center of the resource (the [Humres.CostCenter] field) by default. The [HrComp\_Resource.Ledger\_CostCenter] field refers to the [Kstpl.KstplCode] field.

**Note:**

At the moment, it is only possible in German, Austrian or US legislation to define the deviating cost center for the resource specific component.

**Ledger\_CostUnit** – Cost unit

The [HrComp\_Resource.Ledger\_CostUnit] field stores the cost unit for which a deviating general ledger account number is defined for the resource specific component. The [HrComp\_Resource.Ledger\_CostUnit] field refers to the [Kstdr.KstdrCode] field.

**Note:**

At the moment, it is only possible in German or Austrian legislation to define the deviating cost unit the resource specific component.

**LocalCode** – Local code

The [HrComponents.LocalCode] field stores the city or community for which the component can be used. The field can be used to create components that will be used in one specific city or community, for example city dependent taxes or premiums.

**Note:**

The availability of this field depends on the country-specific legislation.

**Notes** – Notes

The user can add a note to a resource specific component. Notes are stored as documents in the [BacoDiscussions] table, which is the central document table of Exact Globe Next and Exact Synergy. The system uses the [HrComp\_Resource.Notes] field to store a unique reference to the document in the [BacoDiscussions] table. The [HrComp\_Resource.Notes] field refers to the [BacoDiscussions.ID] field.

**Number – Number**

The [HrComp\_Resource.Number] field stores the quantity of the resource specific component. During the payroll calculation, this quantity will be multiplied by the amount of the resource specific component (the [HrComp\_Resource.Amount] field) or when interpreted as hourly it will be multiplied by the hourly wage (the [HrComp\_Resource.HourlyWage] field).

**Note:**

Whether or not the [HrComp\_Resource.Number] field is available for a component or not depends on the country. For more information, see the Country specific section(s).

**Number\_Days\_Period – Number of days per period**

The [HrComp\_Resource.Number\_Days\_Period] field stores number of days per period if applicable for the resource specific component.

**Note:**

availability of this field depends on the country-specific legislation.

**Paid\_By – Paid by**

The [HrComp\_Resource.Paid\_By] field indicates who will pay the component. The value of the [HrComponents.Paid\_By] field is copied to this field. The [HrComp\_Resource.Paid\_By] field can store one of the following values:

Value	Description
E	Employee
R	Employer

**Note:**

The [HrComp\_Resource.Paid\_By] field should not be used anymore. The [HrComponents.Paid\_By] field is currently used for all validations.

**Percentage – Percentage**

The [HrComp\_Resource.Percentage] field stores the percentage that will be used in the calculation of the resource specific component. This field is only filled if the component is handled as a percentage (so the [HrComponents.Unit] field has the value "P"). Whether or not the [HrComp\_Resource.Percentage] field can be edited, depends on the [HrComponents.Edit\_Resource\_Level] field.

**Priority – Priority**

The [HrComp\_Resource.Priority] field indicates which premium / tax components should be calculated first and which should be calculated after these first components. This functionality will be used in situations where the resource does not have enough salary to pay all premiums / taxes. The components with the lowest priority will be calculated first until the maximum amount that should be deducted is reached.

**Note:**

The availability of this field depends on the country-specific legislation.

**Project – Project**

The [HrComp\_Resource.Project] field stores the project code which is linked to the resource specific component. The project cannot be manually entered by the user, but is filled by the “Detaching” application or the PSA module. The project is used in E-Payroll to print the project name, account and account address on the payroll slip per period, per project and per component. The [HrComp\_Resource.Project] field refers to the [PrProject.ProjectCode] field.

**ReferenceCode – Reference code**

The [HrComp\_Resource.ReferenceCode] field stores a reference to a cost price component. Based on this cost price component, the cost price and sales price can be calculated and used for invoicing hours and components to the customers. The reference code is filled by the “Detaching” application (in Exact Synergy) and cannot be manually adjusted in the resource specific components. The [HrComp\_Resource.ReferenceCode] field refers to the [HrComponents.Comp\_Code] field.

**ReferenceNr1 – Reference**

The [HrComp\_Resource.ReferenceNr1] field stores a reference number for the resource for a third party like the Tax Authority or the Social Security Organization (only when the social security number is not used there). Whether or not this field is available when linking a component to a resource is country dependent. If the [HrComp\_Resource.ReferenceNr1] field is filled, and a general ledger account number of the type “Creditor account” is linked in the [HrComp\_Resource.Creditor\_Account] field, then this reference is processed as payment description (the [Gbkmult.Betaalref] / the [BankTransactions.OffsetReference] fields).

**Note:**

The availability of this field depends on the country-specific legislation.

**ReferenceNr2 – Extra reference**

The [HrComp\_Resource.ReferenceNr2] field is not used.

**Res\_ID – Resource ID**

The [HrComp\_Resource.Res\_ID] field stores the ID of the resource to which the component is linked. The [HrComp\_Resource.Res\_ID] field refers to the [Humres.Res\_ID] field.

**SalaryScale** – Salary scale

The [HrComp\_Resource.SalaryScale] field stores the scale of the resource specific component. This field is used to retrieve the correct amount (from the corresponding component for that specific scale). This field is only available if the component has “Scale” as one of the dimensions (so components where [HrComponents.JobActivity] has “S” in the value). The [HrComp\_Resource.SalaryScale] field refers to the [HrFree.ReckKey] field (where the [HrFree.FileType] field equals “SC”).

**Note:**

For components with the entity “Scale”, amounts can be defined for the available scales (which are stored in the [HrFree] table). These amounts (scale lines) are stored as child components of the main component. The value of the resource specific component (the [HrComp\_Resource.Amount] field) is retrieved from these scale lines.

**Scale** – Scale

The [HrComp\_Resource.Scale] field stores the job level of the resource specific component. This field is only available if the selected component has “Job level” as one of the dimensions (so components where [HrComponents.JobActivity] has “L” in the value). The value of the [HrComp\_Resource.Scale] field lies between the minimum and maximum job level for the job title of the resource (the [Hrjbtl.ScaleMin] and [Hrjbtl.ScaleMax] fields) if the selected component does not include “Scale” as dimension. The value of the [HrComp\_Resource.Scale] field refers to the [HrComponents.Scale] field if the selected component also includes “Scale” as dimension.

**StartDate** – Start date

The [HrComp\_Resource.StartDate] field stores the start date of the resource specific component. If 2 or more resource specific components with the same code exist, then the start date of the second resource specific component with the same code has to lie after the end date (the [HrComp\_Resource.EndDate] field) of the first resource specific component.

**StateCode** – State code

The [HrComp\_Resource.StateCode] field stores the code of the state of the resource specific component. The value of the [HrComponents.StateCode] field is copied to this field.

**Note:**

The availability of this field depends on the country-specific legislation.

**Syscreated** – Syscreated

The [HrComp\_Resource.Syscreated] field stores the date and time when a component was created. The system populates this field for all components.

**Syscreator** – Syscreator

The [HrComp\_Resource.Syscreator] field stores the creator of a component. The system populates this field for all components. The [HrComp\_Resource.Syscreator] field refers to the [Humres.Res\_ID] field.

**SysGuid** – SysGuid

The [HrComp\_Resource.SysGuid] field stores a unique identifier and is used for technical reasons only. It has no functional meaning. The system populates this field for all components.

**Sysmodified** – Sysmodified

The [HrComp\_Resource.Sysmodified] field stores the date and time when a component was last modified. Initially, this field contains the creation date. When a user modifies a component, the date and time stored in the [HrComp\_Resource.Sysmodified] field are changed to the date and time of modification. The system populates this field for all components.

**Sysmodifier** – Sysmodifier

The [HrComp\_Resource.Sysmodifier] field stores the ID of the person who modified a component. Initially, this field contains the creator ID. When a user modifies a component, the modifier ID stored in the [HrComp\_Resource.Sysmodifier] field is changed to the ID of the user who modified the component. The system populates this field for all components. The [HrComp\_Resource.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [HrComp\_Resource.Timestamp] field is a technical field, which the SQL server triggers. The timestamp sorts the components in created or changed order. The system assigns a new timestamp for each new component and updates the timestamp of the changed components. The system uses the timestamp for replication. The replication process uses only the components that have the latest timestamp, which means that the target system receives only the new or updated components.



## 46.3 COUNTRY SPECIFIC FIELD DETAILS – NETHERLANDS (NL)

### Number – Number

The [HrComp\_Resource.Number] field stores the quantity of the resource specific component. During the payroll calculation, this quantity will be multiplied by the amount of the resource specific component (the [HrComp\_Resource.Amount] field). The [HrComp\_Resource.Number] field is only available for the following components:

- Hour components where the origin is “Time” (so components where the [HrComponents.Comp\_Sub\_Type] field has the value “1850” or “1860” and where the [HrComponents.Origin] field has the value “T”),
- Components of type “Bruto kilometer vergoeding” or “Netto kilometer vergoeding” (so components where the [HrComponents.Comp\_Sub\_Type] field has the value “1800” or “1810”),
- Hour components where the origin of numbers or days of the component (the [HrComponents.Origin] field) has the value “N”.
- Components that
  - are paid by the hour (so the [HrComponents.PaymentPeriod] = “H”)
  - where the origin of number or days of the component has the value “N” (so the [HrComponents.Origin] field has value “N”).
- are one of the following subtypes
  - “Bruto toeslag” ([HrComponents.Comp\_Sub\_Type] = “1020”)
  - “Netto te brueren toeslag” ([HrComponents.Comp\_Sub\_Type] = “1030”)
  - “Netto inhouding” ([HrComponents.Comp\_Sub\_Type] = “1100”)
  - “Netto toeslag type onkostenvergoeding” ([HrComponents.Comp\_Sub\_Type] = “1120”)
  - “Fiscale bijtelling” ([HrComponents.Comp\_Sub\_Type] = “1200”)
  - “Netto te brueren fiscale bijtelling” ([HrComponents.Comp\_Sub\_Type] = “1210”)
  - “Loon in natura” ([HrComponents.Comp\_Sub\_Type] = “1400”)
  - “Fiscale bijtelling in natura” ([HrComponents.Comp\_Sub\_Type] = “1700”)

## 46.4 COUNTRY SPECIFIC FIELD DETAILS – CHINA (CN)

### BankAccount – Bank account

The [HrComp\_Resource.Bankaccount] field stores the bank account number that are copied from the [HrComponents.bankaccount] field, once the [HrComponents.bankaccount] field is filled with the bank account number. The [HrComp\_Resource.Bankaccount] field is filled for components with subtype "2000", "2100", "2200", "2300", "2400", "2500", "4100" (at the [HrComponents.Comp\_sub\_type] field). The component's subtype has the following descriptions:

Subtype	Description
2000	Pension Insurance
2100	Unemployment Insurance
2200	Medical Insurance
2300	Maternity Insurance
2400	Injury Insurance
2500	Housing Fund
4100	Supplementary bank account

Depending on the amount or the percentage that has been entered to this component, if this field is filled, the net salary will be allocated to the [HrComp\_Resource.Bankaccount] field. The remaining of the net salary will be allocated to the resource's default bank account in the [HUMRES.bankac\_0] field.

### Country\_float1 – Fixed base value

The [HrComp\_Resource.Country\_float1] field stores the fixed base value for deduction. The [HrComp\_Resource.Country\_float1] field is filled for only social insurance and housing fund components with subtype "2000", "2100", "2200", "2300", "2400" and "2500" at the [HrComponents.Comp\_sub\_type] field. The component's subtype has the following descriptions:

Subtype	Description
2000	Pension Insurance
2100	Unemployment Insurance
2200	Medical Insurance
2300	Maternity Insurance
2400	Injury Insurance
2500	Housing Fund

#### Note:

If the [HrComp\_Resource.Country\_float1] field stores an amount, then the [HrComp\_Trans.Cal\_country\_float1] field will calculate the fixed base value with this amount.

**Number** – Quantity

The [HrComp\_Resource.Number] field stores the total amount of overtime rate and allowances. The [HrComp\_Resource.Number] field is only filled for components with subtype “1100”, “1200”, “1300”, “1350”, “1400” and “1450” at the [HrComponents.Comp\_sub\_type] field , provided the [HrComponents.Origin] field is defined as not applicable (N/A). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1200	Overtime (Daily)
1300	Fixed allowance
1350	Variable allowance
1400	Gross deduction
1450	Net deduction

## 46.5 COUNTRY SPECIFIC FIELD DETAILS – MALAYSIA (MY)

### BankAccount – Bank account

The [HrComp\_Resource.BankAccount] field stores the bank account number. The [HrComp\_Resource.BankAccount] field is filled for components with subtype "2100", "2101", "2102", "2103", "2104", "2105", "3000", "3100" and "4100" (stored in the [HrComponents.Comp\_Sub\_Type] field) to store the supplementary bank account of the resource specific component . The component's subtype has the following descriptions:

Subtype	Description
2100	Employee Provident Fund (EPF)
2101	Social Security Organization (SOCSO)
2102	Human Resource Development Fund
2103	Non-monetary benefits
2104	Amanah Saham Nasional
2105	Tabung Haji
3000	Scheduled tax deduction (PCB)
3100	CP38 deduction
4100	Supplementary bank account

### Country\_float1 – Overtime date

The [HrComp\_Resource.Country\_float1] field stores the overtime date of a resource who worked overtime. This field is also used to retrieve the correct basic salary amount to calculate the overtime wage. The [HrComp\_Resource.Country\_float1] field is only available for component with subtype "1200" which is the overtime (daily) component.

### Number – Quantity

The [HrComp\_Resource.Number] field stores the number/quantity for the components with subtype "1200" and "1300" provided the [HrComponents.Origin] field has the value 'N'. The component's subtype has the following descriptions:

Subtype	Description
1200	Overtime (Daily)
1300	Fixed allowance

## 46.6 COUNTRY SPECIFIC FIELD DETAILS – MIDDLE EAST (AE)

### Country\_float1 – Offset balances

The [HrComp\_Resource.Country\_float1] field indicates whether to offset the outstanding loan balance for component with subtype “1610” (stored in the [HrComponents.Comp\_Sub\_Type] field). The value “0” indicates it has not included the offset amount in the loan balances. The value “1” indicates the outstanding balance is being offset and deducted from the current loan which applies to the same period.

### ReferenceNr1 – Installment amount

The [HrComp\_Resource.ReferenceNr1] field stores the monthly installment amount for the loan repayment in a number of periods. The [HrComp\_Resource.ReferenceNr1] field is available for component with subtype of “1610”, “1951” and “1960” (stored in the [HrComponents.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1610	Loan
1951	Loan against indemnity benefits (N)
1960	Accrual of expenses

### ReferenceNr2 – Reference of loan repayment

The [HrComp\_Resource.ReferenceNr2] field stores the reference and relation within the loan repayment. This field is used to link the installments for repayment calculation purpose. The [HrComp\_Resource.ReferenceNr2] field is available for component with subtype of “1610” and “1960” (stored in the [HrComponents.Comp\_Sub\_Type] field).

#### Note:

The [HrComp\_Resource.ReferenceNr2] field is stored in the format of <Res\_ID>-<YYYY>-<MM>-<Number>. The value in the 'Number' is a running number and it will increase if there is more than one component using the [HrComp\_resource.ReferenceNr2] field.

# 47. HRCOMP\_TRANS – PAYROLL TRANSACTIONS

## 47.1 GENERAL DESCRIPTION

The [HrComp\_Trans] table stores the payroll transactions that are generated during a payroll calculation. The generated payroll transactions are the result of the resource specific components, the resource specific payroll settings (which will amongst others trigger including the components that are supplied by Exact Software and not linked to a resource), the component definitions and the planning of the resource (the MRS records). During a payroll calculation, the country specific rules are applied.

## 47.2 HRCOMP\_TRANS FIELD DETAILS

### Amount\_Costs – Costs

The [HrComp\_Trans.Amount\_Costs] field stores the employer costs of the calculated component. Whether or not costs are calculated for a component depends on the calculation of the component, which is country specific. For a calculation per year / period / resource / run number, the sum of the [HrComp\_Trans.Amount\_Costs] and the [HrComp\_Trans.Amount\_To\_Be\_Paid] equals “0.00”. The following generally applies:

- If the [HrComp\_Trans.Comp\_Type] field = “F” and the [HrComp\_Trans.Paid\_By] field = “E”, then the [HrComp\_Trans.Amount\_To\_Be\_Paid] field is filled;
- If the [HrComp\_Trans.Comp\_Type] field = “D” and the [HrComp\_Trans.Paid\_By] field = “E”, then the [HrComp\_Trans.Amount\_To\_Be\_Paid] field is filled;
- If the [HrComp\_Trans.Comp\_Type] field = “T” and the [HrComp\_Trans.Paid\_By] field = “E”, then the [HrComp\_Trans.Amount\_To\_Be\_Paid] field is filled;
- If the [HrComp\_Trans.Comp\_Type] field = “B” and the [HrComp\_Trans.Paid\_By] field = “E”, then the [HrComp\_Trans.Amount\_To\_Be\_Paid] field is filled;
- If the [HrComp\_Trans.Comp\_Type] field = “R” and the [HrComp\_Trans.Paid\_By] field = “E”, then the [HrComp\_Trans.Amount\_To\_Be\_Paid] field is filled;
- If the [HrComp\_Trans.Comp\_Type] field = “F” and the [HrComp\_Trans.Paid\_By] field = “R”, then the [HrComp\_Trans.Amount\_Costs] field is filled;
- If the [HrComp\_Trans.Comp\_Type] field = “D” and the [HrComp\_Trans.Paid\_By] field = “R”, then the [HrComp\_Trans.Amount\_Costs] field and the [HrComp\_Trans.Amount\_To\_Be\_Paid] field are filled;
- If the [HrComp\_Trans.Comp\_Type] field = “T” and the [HrComp\_Trans.Paid\_By] field = “R”, then the [HrComp\_Trans.Amount\_Costs] field and the [HrComp\_Trans.Amount\_To\_Be\_Paid] field are filled;
- If the [HrComp\_Trans.Comp\_Type] field = “R” and the [HrComp\_Trans.Paid\_By] field = “R”, then the [HrComp\_Trans.Amount\_Costs] field and the [HrComp\_Trans.Amount\_To\_Be\_Paid] field are filled;
- For “Payment in kind” components, the [HrComp\_Trans.Amount\_Costs] field and the [HrComp\_Trans.Amount\_To\_Be\_Paid] field are filled.

### Note:

For more information, see the Country specific section(s).

**Amount\_To\_Be\_Paid** – Amount to be paid

The [HrComp\_Trans.Amount\_To\_Be\_Paid] field stores the amount that has to be paid to the employee or a third party. Whether or not an amount will have to be paid for a component depends on the calculation of the component, which is country specific. For a calculation per year / period / resource / run number, the sum of the [HrComp\_Trans.Amount\_Costs] and the [HrComp\_Trans.Amount\_To\_Be\_Paid] equals “0.00”. For information about the general rule when the [HrComp\_Trans.Amount\_To\_Be\_Paid] field is filled, see the description of the [HrComp\_Trans.Amount\_Costs] field.

**Note:**

For more information, see the Country specific section(s).

**BankAccount** – Bank account

The [HrComp\_Trans.BankAccount] field stores the main bank account of the creditor that is applicable for the component. The value of the [HrComp\_Trans.BankAccount] field is retrieved from the [HrComp\_Resource.BankAccount] field or from the [HrComponents.BankAccount] field. The [HrComp\_Trans.BankAccount] field refers to the [Bnkacc.Banknr] field and the [Bnkkop.Bank\_rek] field.

**Note:**

If the value in this field is “NULL” and a general ledger account number of the type “Creditor” account is linked to the component, then it is assumed it is a cash payment.

**Base\_Value** – Base value

The [HrComp\_Trans.Base\_Value] field stores the base value for the calculation of the component. What exactly is stored in this field is depending on the country. For more information see the Country specific section(s).

**Calc\_Country\_float1** – Country specific number calculation field 1

The [HrComp\_Trans.Calc\_Country\_float1] field stores country specific calculation details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Calc\_Country\_float2** – Country specific number calculation field 2

The [HrComp\_Trans.Calc\_Country\_float2] field stores country specific calculation details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Calc\_Country\_float3** – Country specific number calculation field 3

The [HrComp\_Trans.Calc\_Country\_float3] field stores country specific calculation details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CalculationDate** – Calculation date

The [HrComp\_Trans.CalculationDate] field stores the date on which the component was calculated. The value of this field can also be used to determine in which period in E-Account the component will be journalized when the payroll slip is final printed. The [HrComp\_Trans.CalculationDate] in combination with the period-date table (the [Perdat] table) is used to retrieve the correct financial period. The calculation date is used for this purpose when no deviating entry date is entered in the journalizing screen.

**Note:**

All lines in one entry for a resource should have the same date; otherwise, the financial entry will not be balanced on the date.

**Comp\_Code** – Component

The [HrComp\_Trans.Comp\_Code] field stores the code of the component that is used in the payroll calculation. The [HrComp\_Trans.Comp\_Code] field refers to the [HrComponents.Comp\_Code] field.

**Comp\_Sub\_Type** – Component subtype

The [HrComp\_Trans.Comp\_Sub\_Type] field stores the subtype of the component that is used in the payroll calculation. The subtype defines how a component behaves within the calculation and on overviews. The value of this field is copied from the [HrComponents.Comp\_Sub\_Type] field. The values used in the [HrComp\_Trans.Comp\_Sub\_Type] field are country dependent. For more information, see the Country specific section(s).

**Comp\_Type** – Component type

The [HrComp\_Trans.Comp\_Type] field indicates the type of the component that is used in the payroll calculation. This field is used for general validations and selections on reports. The type of component is dependent on the relation this component is meant for. The value of the [HrComp\_Trans.Comp\_Type] field is copied from the [HrComponents.Comp\_Type] field. The [HrComp\_Trans.Comp\_Type] field can store one of the following values:

Value	Description
B	Bank accounts
D	Deduction
F	Financial components
R	Reservation
T	Tax
Y	Cost allocation

**CompanyCode** – Company code

The [HrComp\_Trans.CompanyCode] field stores the code of the division for which the payroll calculation is made. The user cannot change this field. The value of the [HrComp\_Trans.CompanyCode] field is retrieved from the [Humres.Comp] field. The [HrComp\_Trans.CompanyCode] field refers to the [Bedryf.Bednr] field.

**ComponentGuid** – Component Guid

The [HrComp\_Trans.ComponentGuid] field stores the unique ID of the resource specific component that is used in the payroll calculation. The [HrComp\_Trans.ComponentGuid] field is copied from the [HrComp\_Resource.ComponentGuid] field.



**Contract – Contract**

The [HrComp\_Trans.Contract] field indicates if a component is linked to a contract. For components created during the calculation, the contract number must be filled. The [HrComp\_Trans.Contract] field is copied from the [HrComp\_Resource.Contract] field.

**Note:**

The [HrComp\_Trans.Contract] field is only used if a country uses the contract system in e-Payroll (currently only Spain, Germany and Austria). Per contract, the sum of [HrComp\_Trans.Amount\_Cost] and the [HrComp\_Trans.Amount\_To\_Be\_Paid] column must be "0.0".

**Country – Country**

The [HrComp\_Trans.Country] field stores the code of the country that is used in the payroll calculation. For one legislation, the country will always be the same. Per year / period / resource, the country must always be the same. The [HrComp\_Trans.Country] field refers to the [Land.LandCode] field.

**Country\_char1 – Country specific character field 1**

The [HrComp\_Trans.Country\_char1] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_char2 – Country specific character field 2**

The [HrComp\_Trans.Country\_char2] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_char3 – Country specific character field 3**

The [HrComp\_Trans.Country\_char3] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_char4 – Country specific character field 4**

The [HrComp\_Trans.Country\_char4] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_char5 – Country specific character field 5**

The [HrComp\_Trans.Country\_char5] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_char6 – Country specific character field 6**

The [HrComp\_Trans.Country\_char6] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_char7 – Country specific character field 7**

The [HrComp\_Trans.Country\_char7] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_char8** – Country specific character field 8

The [HrComp\_Trans.Country\_char8] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_char9** – Country specific character field 9

The [HrComp\_Trans.Country\_char9] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_float1** – Country specific number field 1

The [HrComp\_Trans.Country\_float1] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_float2** – Country specific number field 2

The [HrComp\_Trans.Country\_float2] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_float3** – Country specific number field 3

The [HrComp\_Trans.Country\_float3] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_float4** – Country specific number field 4

The [HrComp\_Trans.Country\_float4] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_float5** – Country specific number field 5

The [HrComp\_Trans.Country\_float5] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_float6** – Country specific number field 6

The [HrComp\_Trans.Country\_float6] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny1** – Country specific no / yes field 1

The [HrComp\_Trans.Country\_ny1] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny2** – Country specific no / yes field 2

The [HrComp\_Trans.Country\_ny2] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny3** – Country specific no / yes field 3

The [HrComp\_Trans.Country\_ny3] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny4** – Country specific no / yes field 4

The [HrComp\_Trans.Country\_ny4] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny5** – Country specific no / yes field 5

The [HrComp\_Trans.Country\_ny5] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny6** – Country specific no / yes field 6

The [HrComp\_Trans.Country\_ny6] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny7** – Country specific no / yes field 7

The [HrComp\_Trans.Country\_ny7] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny8** – Country specific no / yes field 8

The [HrComp\_Trans.Country\_ny8] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny9** – Country specific no / yes field 9

The [HrComp\_Trans.Country\_ny9] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny10** – Country specific no / yes field 10

The [HrComp\_Trans.Country\_ny10] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny11** – Country specific no / yes field 11

The [HrComp\_Trans.Country\_ny11] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny12** – Country specific no / yes field 12

The [HrComp\_Trans.Country\_ny12] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny13** – Country specific no / yes field 13

The [HrComp\_Trans.Country\_ny13] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny14** – Country specific no / yes field 14

The [HrComp\_Trans.Country\_ny14] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny15** – Country specific no / yes field 15

The [HrComp\_Trans.Country\_ny15] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny16** – Country specific no / yes field 16

The [HrComp\_Trans.Country\_ny16] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny17** – Country specific no / yes field 17

The [HrComp\_Trans.Country\_ny17] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_ny18** – Country specific no / yes field 18

The [HrComp\_Trans.Country\_ny18] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country\_string1** – Country specific text field

The [HrComp\_Trans.Country\_string1] field stores country specific details for a payroll transaction. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Creditor** – Creditor

The [HrComp\_Trans.Creditor] field stores the creditor number linked to the resource specific component that is used in the payroll calculation. The value of this field is retrieved from the [HrComp\_Resource.Creditor] field or the [HrComponents.Account] field if the [HrComp\_Resource.Creditor] field is empty. If both fields are empty, then it is assumed that the component used in the payroll calculation is applicable for the creditor of the resource (the [Humres.Crdnr] field). The [HrComp\_Trans.Creditor] field refers to the [Cicmpy.Crdnr] field and the [DivisionCreditors.Creditor] field.

**Creditor\_Account** – General ledger account number

The [HrComp\_Trans.Creditor\_Account] field stores the general ledger account number on which the outstanding items will be created for the component used in the payroll calculation. The value of this field is retrieved from the [HrComp\_Resource.Creditor\_Account] field or the [HrComponents.Creditor\_Account] field if the [HrComp\_Resource.Creditor\_Account] field is empty. The [HrComp\_Trans.Creditor\_Account] field refers to the [Grtbk.Reknr] field.

**Note:**

The [HrComp\_Trans.Creditor\_Account] field is linked to the [HrComp\_Trans.Amount\_To\_Be\_Paid] field. The amount to be paid will be processed to the general ledger account number defined in the [HrComp\_Trans.Creditor\_Account] field.

**Creditor\_CostCenter** – Cost center

The [HrComp\_Trans.Creditor\_CostCenter] field is not used.

**Creditor\_CostUnit** – Cost unit

The [HrComp\_Trans.Creditor\_CostUnit] field is not used.

**Currency** – Currency

The [HrComp\_Trans.Currency] field stores the currency in which the component is calculated. The value depends on the legislation and cannot be changed by the user. Per legislation, only one currency can exist. The [HrComponents.Currency] field refers to the [Valuta.ValCode] field.

**Note:**

The [HrComp\_Trans.Currency] field is used to fill the [Amutas.ValCode] field during the financial processing.

**Declaration\_Date** – Declaration date

The [HrComp\_Trans.Declaration\_Date] field stores the date on which a declaration has been made for this component (for example to the Tax Authority or Industrial Insurance Board). The [HrComp\_Trans.Declaration\_Date] field will only be filled if the [HrComp\_Trans.Declaration\_Made] field has value “1”.

**Declaration\_Made** – Declaration made

The [HrComp\_Trans.Declaration\_Made] field indicates whether a declaration has been made for this component (for example to the Tax Authority or Industrial Insurance Board). The value “0” indicates that no declaration is made; the value “1” indicates that a declaration has been made.

**Declaration\_Number** – Declaration number

The [HrComp\_Trans.Declaration\_Number] field stores the number of the declaration that was made. The [HrComp\_Trans.Declaration\_Number] field will only be filled if the [HrComp\_Trans.Declaration\_Made] field has value “1”.

**Declaration\_Period** – Declaration period

The [HrComp\_Trans.Declaration\_Period] field stores the period for which a declaration is made. The frequency that a declaration is sent will be monthly or 4-weekly. Most of the time the declaration period will be equal to the payroll periods, but in the following cases this will be different from the payroll period and so it is necessary to store the declaration period separately:

- Payment period weekly: these resources will be declared per four weeks, so declaration period 1 will contain payroll period 1 until 4;
- Payment period quarterly: these resources will be declared per month but are paid per quarter. In this case the resource will be declared per month but the payroll transactions will be declared in each third period;
- Payment period daily: these resources will be declared per four weeks or per month.

**Declaration\_Sequence** – Declaration sequence

The [HrComp\_Trans.Declaration\_Sequence] field stores an (internal) sequence number of a declaration. Since it is possible that more than one additional or correction declaration is created (for the same declaration period), this field is used to make a difference between the separate declarations.

**Deviating\_descr50** – Deviating description

The [HrComp\_Trans.Deviating\_descr50] field stores the deviating description of the component in the payroll calculation. The value of this field is retrieved from the [HrComp\_Resource.Deviating\_descr50] field. This description is printed on the payroll slips and used as description in the financial transactions.

**Division** – Division

The [HrComp\_Trans.Division] field stores the division code. The [HrComp\_Trans.Division] field stores the numeric value of the [Bedryf.Bednrn] field. This field is not used at this moment. It is added for future functionality.

**DocAttachmentID** – Attachment ID

A user can add an attachment to the component during the payroll calculation. The attachment can contain additional information, which is relevant to the component in the payroll calculation. The attachment can be any type of file, such as an Excel sheet, an image, or a Word document. Attachments are stored as documents in the [BacoDiscussions] table, which is the central document table. The system uses the attachment id field to store a unique reference to the document in the [BacoDiscussions] table. The [HrComp\_Trans.DocAttachmentID] field refers to the [BacoDiscussions.ID] field.

**Entry\_Amount** – Amount entered

The [HrComp\_Trans.Entry\_Amount] field stores the amount for the component that is entered during the payroll calculation. When payroll transactions are generated, the value of this field is copied from the [HrComp\_Resource.Amount] field. When manually entering or modifying a component during the payroll calculation, the amount entered by the user is stored in the [HrComp\_Trans.Entry\_Amount] field. When the component is generated during calculation or when the [HrComp\_Trans.Unit] field has the value “P”, this field has the value “0”. During the calculation, this field may not be changed (except for components created during the calculation) to prevent difficulties during recalculations.

**Note:**

The [HrComp\_Trans.Entry\_Amount] field is only available if the [HrComp\_Trans.Unit] field has the value “A”.

**Entry\_Percentage** – Percentage entered

The [HrComp\_Trans.Entry\_Percentage] field stores the percentage for the component that is entered during the payroll calculation. When payroll transactions are generated, the value of this field is copied from the [HrComp\_Resource.Percentage] field. When manually entering or modifying a component during the payroll calculation, the percentage entered by the user is stored in the [HrComp\_Trans.Entry\_Percentage] field. When the component is generated during calculation or when the [HrComp\_Trans.Unit] field has the value “A”, this field has the value “0”. During the calculation, this field may not be changed (except for components created during the calculation) to prevent difficulties during recalculations.

**Note:**

The [HrComp\_Trans.Entry\_Percentage] field is only available if the [HrComp\_Trans.Unit] field has the value “P”.

**Entryorigin** – Origin

The [HrComp\_Trans.Entryorigin] field stores the origin of the component that is used in the payroll calculation. The [HrComp\_Trans.Entryorigin] field can store one of the following values:

Value	Description	Remarks
A	Absence	Not used
B	Budget	Not used
C	Conversion	Record originates from a conversion
E	Entered	Component was recalculated or added using the entry application
G	Generated	Component was generated during the calculation
I	Input	Component was generated using the generate entries application
P	Project	Not used
W	Retroactively	Records are created by the retroactive calculation

**FormulaField – Formula**

The [HrComp\_Trans.FormulaField] field stores the formula of the component that is used in the payroll calculation. The value of this field is copied from the [HrComponents.FormulaField].

**HourlyWage – Hourly wage**

The [HrComp\_Trans.HourlyWage] field stores the hourly wage for the component that is used in the payroll calculation. The value of the [HrComp\_Trans.HourlyWage] field is copied from the [HrComp\_Resource.HourlyWage] field.

**ID – ID**

The [HrComp\_Trans.ID] field stores the system generated database record identification number. This field is not functionally used.

**ItemCode – Item**

The [HrComp\_Trans.ItemCode] field is not used.

**Ledger\_Account – General ledger account number**

The [HrComp\_Trans.Ledger\_Account] field stores the general ledger account number on which the costs and revenues will be booked for the component used in the payroll calculation. The value of this field is retrieved from the [HrComp\_Resource.Ledger\_Account] field or the [HrComponents.Ledger\_Account] field if the [HrComp\_Resource.Ledger\_Account] field is empty.

**Note:**

The [HrComp\_Trans.Ledger\_Account] field is linked to the [HrComp\_Trans.Amount\_Costs] field. The amount costs will be processed to the general ledger account number defined in the [HrComp\_Trans.Ledger\_Account] field.

**Ledger\_CostCenter – Cost center**

The [HrComp\_Trans.Ledger\_CostCenter] field stores the cost center for which a payroll calculation is made. This field will be processed to the [Gbkmult.KstplCode] field. The value of the [HrComp\_Trans.Ledger\_CostCenter] field is retrieved from the [HrComp\_Resource.Ledger\_CostCenter] field or the [Humres.CostCenter] field if the [HrComp\_Resource.Ledger\_CostCenter] field is empty. The [HrComp\_Trans.Ledger\_CostCenter] field refers to the [Kstpl.KstplCode] field.

**Ledger\_CostUnit – Cost unit**

The [HrComp\_Trans.Ledger\_CostUnit] field stores the cost unit for which a payroll calculation is made. This field will be processed to the [Gbkmult.KstldrCode] field. The value of the [HrComp\_Trans.Ledger\_CostUnit] field is retrieved from the [HrComp\_Resource.Ledger\_CostUnit] field. The [HrComp\_Trans.Ledger\_CostUnit] field refers to the [Kstldr.KstldrCode] field.

**LocalCode – Local code**

The [HrComp\_Trans.LocalCode] field stores the city or community for which the component is used. The value of the [HrComp\_Resource.LocalCode] is copied to this field.

**Note:**

The availability of this field depends on the country-specific legislation.



**Notes – Notes**

The user can add a note to a payroll calculation. Notes are stored as documents in the [BacoDiscussions] table, which is the central document table of Exact Globe Next and Exact Synergy. The system uses the [HrComp\_Trans.Notes] field to store a unique reference to the document in the [BacoDiscussions] table. The [HrComp\_Trans.Notes] field refers to the [BacoDiscussions.ID] field.

**Number – Number**

The [HrComp\_Trans.Number] field stores the quantity of the component used in the payroll calculation. During the payroll calculation, this quantity will be multiplied by the amount of the component (the [HrComp\_Trans.Amount] field). The value of the [HrComp\_Trans.Number] field is retrieved in the following way:

- If the [HrComponents.Origin] field equals “N”, then the value is copied from the [HrComp\_Resource.Number] field;
- If the [HrComponents.Origin] field equals “C”, then the value is copied from the [Gbkmut.Aantal] field of the MRS records within the period selected;
- If the [HrComponents.Origin] field equals “A” or “T”, then the value is copied from the [Gbkmut.Aantal] field of the realized labor hours linked to the component within the period selected.

**Note:**

Whether or not the [HrComp\_Trans.Number] field is available for a component or not depends on the country. For more information, see the Country specific section(s).

**Number\_Days\_Absent – Number of days absent**

The [HrComp\_Trans.Number\_Days\_Absent] field is not used.

**Number\_Days\_Component – Number of days for component**

The [HrComp\_Trans.Number\_Days\_Component] field stores the number of days that was used for this component during the payroll calculation. The value of this field is retrieved from MRP for the specific resource. The [HrComp\_Trans.Number\_Days\_Component] field can only be filled for components where the [HrComponents.Origin] field has the value “A” or “C”. It is a distinct count on the field [Gbkmut.Datum].

**Note:**

The [HrComp\_Trans.Number\_Days\_Component] field is not functionally used.

**Number\_Days\_Period – Number of days in period**

The [HrComp\_Trans.Number\_Days\_Period] field stores the number of days in the period for which a payroll calculation is made. The value of the [HrComp\_Trans.Number\_Days\_Period] field is retrieved in the following way:

- If the [HrComponents.Origin] field equals “N”, then the value is copied from the [HrComp\_Resource.Number\_Days] field;
- If the [HrComponents.Origin] field equals “C”, then the value is calculated from the count of the [Gbkmut.Datum] field of the MRS records within the period selected;
- If the [HrComponents.Origin] field equals “A”, then the value is calculated from the count of the [Gbkmut.Datum] field of the realized labor hours linked to the component within the period selected.



**OurReference** – Our reference

The [HrComp\_Trans.OurReference] field is not used.

**Paid\_By** – Paid by

The [HrComp\_Trans.Paid\_By] field indicates who will pay the component. The value of this field is retrieved from the [HrComponents.Paid\_By] field is copied to this field. Depending on the value of this field, the [HrComp\_Trans.Amount\_To\_Be\_Paid] field or the [HrComp\_Trans.Amount\_Costs] field or both fields will be filled. The [HrComp\_Trans.Paid\_By] field can store one of the following values:

Value	Description
E	Employee
R	Employer

**Payment\_Period** – Payment period

The [HrComp\_Trans.Payment\_Period] field stores the payment period of the component used in the payroll calculation. The value of this field is retrieved from the [HrComponents.Payment\_Period] field. The value of this field will have effect on the [HrComp\_Trans.Amount\_Costs] and the [HrComp\_Trans.Amount\_To\_Be\_Paid] field (depending if it concerns a payment or not). The [HrComp\_Trans.Payment\_Period] field can store one of the following values:

Value	Description	Remarks
A	Half-yearly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
B	Bi-weekly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
D	Daily	The [HrComp_Trans.Entry_Amount] is multiplied by the number of days (the [HrComp_Trans.Number_Days_Period] field).
H	Hourly	The [HrComp_Trans.HourlyWage] field is multiplied by the [HrComp_Trans.Number] field.
M	Monthly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
O	Once-only	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
P	Periodically	The value of the [HrPayroll.Payment_Period] field is copied
Q	Quarterly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
S	Semi monthly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
V	4-weekly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
W	Weekly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
Y	Yearly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.

**PayrollYear** – Year

The [HrComp\_Trans.PayrollYear] field stores the year for which a payroll calculation was made.

**Period** – Period

The [HrComp\_Trans.Period] field stores the period for which a payroll calculation was made.

**Priority** – Priority

The [HrComp\_Trans.Priority] field indicates which premium / tax components should be calculated first and which should be calculated after these first components during payroll calculation. The value of this field is copied from the [HrComp\_Resource.Priority] field.

**Note:**

The availability of this field depends on the country-specific legislation.

**Project** – Project

The [HrComp\_Trans.Project] field stores the project code which is linked to the component used in the payroll calculation. The value of this field is copied from the [HrComp\_Resource.Project] field. The [HrComp\_Trans.Project] field refers to the [PrProject.ProjectCode] field.

**ReferenceNr1** – Reference

The [HrComp\_Trans.ReferenceNr1] field stores a reference number for the resource for a third party like the Tax Authority or the Social Security Organization (only when the social security number is not used there). Whether or not this field is available when linking a component to a resource is country dependent. The value of this field is copied from the [HrComp\_Resource.ReferenceNr1] field. This field will be processed to the [Gbkmult.Betaalref] field. The [HrComp\_Trans.ReferenceNr1] is used as payment reference in banking (the [BankTransactions.OffsetReference] field) if a general ledger account number of the type “Creditor account” is linked in the [HrComp\_Trans.Ledger\_Account] field or the [HrComp\_Trans.Creditor\_Account] field.

**Note:**

The availability of this field depends on the country-specific legislation.

**ReferenceNr2** – Extra reference

The [HrComp\_Trans.ReferenceNr2] field is not used.

**Res\_ID** – Resource ID

The [HrComp\_Trans.Res\_ID] field stores the ID of the resource for which a payroll calculation is made. The [HrComp\_Trans.Res\_ID] field refers to the [Humres.Res\_ID] field.

**RunNumber** – Run number

The [HrComp\_Trans.RunNumber] field stores the number of the run of the payroll calculation. Each time payroll calculation records are calculated in a specific period for a specific resource, a new run number is assigned. For the first run the [HrComp\_Trans.RunNumber] field will have the value “1”; for the second run, the value will be “2”; etc.

**StateCode** – State code

The [HrComp\_Trans.StateCode] field stores the code of the state of the component used in the payroll calculation. The value of the [HrComp\_Resource.StateCode] field is copied to this field.

**Note:**

The availability of this field depends on the country-specific legislation.

**Status – Status**

The [HrComp\_Trans.Status] field stores the calculation status of the component.

The [HrComp\_Trans.Status] field can store one of the following values:

Value	Description	Remarks
A	Approved	Component is calculated and approved and ready to be processed (journalized to E-Account).
C	Calculated	Component is calculated, but not yet approved or processed (journalized to E-Account).
H	Historical	Component comes from a conversion from another package.
O	Open	Component is not yet calculated. This will only exist if a crash happened during a calculation.
P	Processed	Component is calculated, approved and processed (journalized to E-Account) and a final payroll slip has been printed.
R	Rejected	Component was rejected during calculation.
T	To be void	Component is going to be void after it was processed to E-Account. This is a temporary status and not visible to a user.
V	Void	Component was processed to E-Account, but later the component (or entry) was voided.
W	Correction	Correction entries that are created by the retroactive calculation. The entries with this status are stored in the period as individual amounts. The summarized components have the normal status.

**Syscreated – Syscreated**

The [HrComp\_Trans.Syscreated] field stores the date and time when a payroll calculation was created.

The system populates this field for all calculation lines.

**Syscreator – Syscreator**

The [HrComp\_Trans.Syscreator] field stores the creator of a payroll calculation. The system populates this field for all calculation lines. The [HrComp\_Trans.Syscreator] field refers to the [Humres.Res\_ID] field.

**SysGuid – SysGuid**

The [HrComp\_Trans.SysGuid] field stores a unique identifier and is used for technical reasons only. It has no functional meaning. The system populates this field for all calculation lines.

**Sysmodified – Sysmodified**

The [HrComp\_Trans.Sysmodified] field stores the date and time when a payroll calculation was last modified. Initially, this field contains the creation date. When a user modifies a payroll calculation, the date and time stored in the [HrComp\_Trans.Sysmodified] field are changed to the date and time of modification. The system populates this field for all calculation lines.

**Sysmodifier – Sysmodifier**

The [HrComp\_Trans.Sysmodifier] field stores the ID of the person who modified a payroll calculation. Initially, this field contains the creator ID. When a user modifies a payroll calculation, the modifier ID stored in the [HrComp\_Trans.Sysmodifier] field is changed to the ID of the user who modified the payroll calculation. The system populates this field for all calculation lines. The [HrComp\_Trans.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp – Timestamp**

The [HrComp\_Trans.Timestamp] field is a technical field, which the SQL server triggers. The timestamp sorts the calculation lines in created or changed order. The system assigns a new timestamp for each new calculation line and updates the timestamp of the changed calculation lines.

**Unit – Unit**

The [HrComp\_Trans.Unit] field indicates if the component is handled as an amount or a percentage. The value of this field is copied from the [HrComponents.Unit] field. If the component is handled as a percentage, the [HrComp\_Trans.Entry\_Percentage] field is filled; if the component is handled as an amount, the [HrComp\_Trans.Entry\_Amount] field is filled. The [HrComp\_Trans.Unit] field can store one of the following values:

Value	Description
A	Amount
P	Percentage

**VoidDate – VoidDate**

The [HrComp\_VoidDate] field store the entry date entered by user when void/make correction to the processed entries.

**YourReference – Your reference**

The [HrComp\_Trans>YourReference] field stores the reference that will be used on payment. This field will be processed to the [Gbkmnt.DocNumber] field. This field will be filled with the following value:

“Y” + [HrComp\_Trans.PayrollYear] + “.” + [HrComp\_Trans.Period] + “.” + [HrComp\_Trans.Res\_ID] + “.” + [HrComp\_Trans.RunNumber]

**Example:** “Y2002:3:3400:2”

### 47.3 COUNTRY SPECIFIC FIELD DETAILS – NETHERLANDS (NL)

**Calc\_country\_float1** – Country specific number calculation field 1

The [HrComp\_Trans.Calc\_country\_float1] field stores the average number of days (Dutch: 'gemiddeld aantal dagen loon') that is used in the calculation.

**Calc\_country\_float2** – Country specific number calculation field 2

The [HrComp\_Trans.Calc\_country\_float2] field stores the base value (Dutch: 'SV-loon') that is used in the calculation.

**Calc\_country\_float3** – Country specific number calculation field 3

The [HrComp\_Trans.Calc\_country\_float3] field stores the average hours that are used in the calculation.

**Country\_float1** – Country specific number field 1

The [HrComp\_Trans.Country\_float1] field stores the total or cumulative franchise. The value of the [HrComponents.Country\_float1] field is copied to the [HrComp\_Trans.Country\_float1] field.

**Country\_float2** – Country specific number field 2

The [HrComp\_Trans.Country\_float2] field stores the total or cumulative maximum base value. The value of the [HrComponents.Country\_float2] field is copied to the [HrComp\_Trans.Country\_float2] field.

## 47.4 COUNTRY SPECIFIC FIELD DETAILS – CHINA (CN)

### **Cal\_country\_float1** – Fixed base value

The [HrComp\_trans.Cal\_country\_float1] field stores the fixed base value for deduction. The [HrComp\_trans.Cal\_country\_float1] field is available for social insurance and housing fund components with subtype “2000”, “2100”, “2200”, “2300”, “2400” and “2500” that are stored in the [HrComp\_trans.Comp\_sub\_type] field. The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing fund

### **Note:**

The [HrComp\_trans.Cal\_country\_float1] field is enabled only if the [HrPayroll.CountryTest1] field is defined as fixed base value method. When the [HrComp\_resource.Country\_float1] field is defined with an amount, the [HrComp\_trans.Cal\_country\_float1] field will calculate the fixed base value with that amount. The [HrComp\_trans.Cal\_country\_float1] field will only calculate with the amount defined in the [HrPayroll.CountryFloat1] field when the [HrComp\_resource.Country\_float1] field is not filled with an amount.

**Country\_char1** – Prorate basis / hourly wage based on

The [HrComp\_trans.Country\_char1] field stores the prorate basis. The [HrComp\_trans.Country\_char1] field is available for components with subtype “1000”, “1100”, “1200”, “1300”, “1350”, “1400” and “1500” that are stored in the [HrComp\_trans.Comp\_sub\_type] field. The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime (Daily)
1300	Fixed allowance
1350	Variable allowance
1400	Gross deduction

The [HrComp\_trans.Country\_char1] field can store one of the following values:

Value	Description	Remarks
F	Fixed days	Denominator fixed for a component
W	Working days	Total working days for the period
C	Calendar days	Total days of the period

**Note:**

The [HrComp\_trans.Country\_char1] field is filled only if the [HrComp\_trans.Country\_ny1] field identifies the prorate component is based on any of the payment frequencies except for daily, once only and hourly.

**Country\_char2 – Tax method**

The [HrComp\_trans.Country\_char2] field stores the type of tax method. The [HrComp\_trans.Country\_char2] field is available for components with subtype “1100”, “1300” and “1350” that are stored in the [HrComp\_trans.Comp\_sub\_type] field. The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1300	Fixed allowance
1350	Variable allowance

The [HrComp\_trans.Country\_char2] field is also enabled if the [HrComp\_trans.Country\_ny1] field identifies the prorate component is based on the payment frequencies of once-only, monthly, quarterly, half- yearly and yearly. The [HrComp\_trans.Country\_char2] field can store one of the following values:

Value	Description	Remarks
N	Normal	The tax amount is paid over every month
A	Average	The tax amount is paid over a few periods
I	Independent	The tax amount is paid once in every quarter
O	Once- only	The tax amount is paid once-only in full

**Note:**

The [HrComp\_trans.Country\_char2] field stores the normal tax method if the [HrComp\_trans.Payment\_period] field is defined as once-only, monthly, quarterly, half-yearly and yearly.

The [HrComp\_trans.Country\_char2] field stores the average tax method if the [HrComp\_trans.Payment\_period] field is defined as quarterly, half-yearly and yearly.

The [HrComp\_trans.Country\_char2] field stores the independent tax method if the [HrComp\_trans.Payment\_period] field is defined as once-only, monthly, quarterly, half-yearly and yearly.

The [HrComp\_trans.Country\_char2] field stores the once-only tax method if the [HrComp\_trans.Payment\_period] field is defined as once-only and yearly.

Tax Method	Payment Period
Normal	once-only, monthly, quarterly, half-yearly and yearly
Average	quarterly, half-yearly and yearly
Independent	once-only, monthly, quarterly, half-yearly and yearly
Once-only	once-only and yearly

**Country\_char3 – Rounding**

The [HrComp\_trans.Country\_char3] field stores the type of rounding method used for final amount calculation. The [HrComp\_trans.Country\_char3] field is filled for net salary components with all subtypes except subtype “4000” and “4100”. The [HrComp\_trans.Country\_char3] field can store one of the following values:

Value	Description	Remarks
N	None	No rounding
O	Normal	Normal rounding
U	Up	Rounding up
D	Down	Rounding down



**Country\_char4 – Precision**

The [HrComp\_trans.Country\_char4] field stores the type of precision method used for calculation. The [HrComp\_trans.Country\_char4] field is available for components with all subtypes except subtype “4000” and “4100”. The [HrComp\_trans.Country\_char4] field can store one of the following values:

Value	Description	Remarks
A	0.01	2 decimal
B	0.10	1 decimal
C	1.00	0 decimal

**Note:**

The [HrComp\_trans.Country\_char4] field is only filled if the rounding method is not defined as none in the [HrComp\_trans.Country\_char3] field.

**Country\_float1 – Denominator**

The [HrComp\_trans.Country\_float1] field stores the divisor of the prorated amount. The [HrComp\_trans.Country\_float1] field is filled for components with subtype “1000”, “1100”, “1200”, “1300”, “1350”, “1400”, “1450” and “1500” that are stored in the [HrComp\_trans.Comp\_sub\_type] field. The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime (Daily)
1300	Fixed allowance
1350	Variable allowance
1400	Gross deduction
1450	Net deduction
1500	Net allowance

**Note:**

The [HrComp\_trans.Country\_float1] field is filled only if the [HrComp\_trans.Country\_char1] field indicate that the prorate basis is based on fixed days.

**Country\_float2 – Overtime rate**

The [HrComp\_trans.Country\_float2] field stores the multiplier for the overtime hourly wage for the overtime component. The [HrComp\_trans.Country\_float2] field is only filled for component with subtype “1200” which is the Overtime (Daily) subtype.

**Country\_float3 – Fixed deduction**

The [HrComp\_trans.Country\_float3] field stores the fixed deduction amount of social insurance calculation. The [HrComp\_trans.Country\_float3] field is filled for deduction with subtype “2000”, “2100”, “2200”, “2250”, “2300”, “2400” and “2500” that are stored in the [HrComp\_trans.Comp\_sub\_type] field. The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2250	Supplementary insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing fund
2000	Pension insurance

**Country\_float4 – Minimum base value**

The [HrComp\_trans.Country\_float4] field stores the minimum base value for social insurance and housing fund. The [HrComp\_trans.Country\_float4] field can store one of the following values:

Value	Remarks
0	No minimum
Less than minimum value	No calculation
More than minimum value	Perform calculation

**Country\_float5 – Maximum base value**

The [HrComp\_trans.Country\_float5] field stores the maximum base value for social insurance and housing fund. The [HrComp\_trans.Country\_float5] field can store one of the following values:

Value	Remarks
0	No limit
Less than maximum value	Take defined value as the base
More than maximum value	Take maximum value as the base

**Country\_float6 – Maximum contribution housing fund**

The [HrComp\_trans.Country\_float5] field stores the maximum housing fund value contributed by the employee or employer. The [HrComp\_trans.Country\_float6] field is only filled for component with subtype “2500” which is the housing fund subtype.

**Country\_ny1** – Prorate component

The [HrComp\_trans.Country\_ny1] field stores the value that indicate whether or not to perform prorate calculation. The [HrComp\_trans.Country\_ny1] field is only filled for components with subtype “1000”, “1100”, “1200”, “1300”, “1350”, “1400”, “1450” and “1500” that are stored in the [HrComp\_trans.Comp\_sub\_type] field. The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime (Daily)
1300	Fixed allowance
1350	Variable allowance
1400	Gross deduction
1450	Net deduction
1500	Net allowance

The [HrComp\_trans.Country\_ny1] field can store one of the following values:

Value	Remarks
0	No - Do not perform prorate calculation
1	Yes - Perform prorate calculation

**Note:**

The [HrComp\_trans.Country\_ny1] field is only filled if the prorate component is based on any of the frequencies except for daily, hourly and once-only. The [HrComponents.Country\_ny1] field stores the "1" value if it is filled for component with subtype “1200”. This enables the [HrComp\_trans.Country\_float1] field to use the [HrComp\_trans.Country\_char1] field to calculate the component overtime hourly wages.

**Country\_ny18** – Indicator

The [HrComp\_trans.Country\_ny18] field differentiate the current month salary and the previous month salary to perform difference calculation. The value '0' indicates it is the current month salary. The value '1' indicates it is a previous month salary. The current calculation is able to automatically include previous salary where resource joins after payroll process (payroll cut off date). This previous prorated salary amount will be used in the calculation of the current month salary. Two base salary transaction records are created to indicate the previous and current month salary. The [HrComp\_trans.Country\_ny18] field is only filled for component with subtype “1000” which is the base salary subtype.

**Country\_string1** – Employer reference number

The [HrComp\_trans.Country\_string1] field stores the employer reference number when the company declares the deduction components such as tax, social insurance and housing fund. The [HrComp\_trans.Country\_string1] field is filled for components with subtype “2000”, “2100”, “2200”, “2250”, “2300”, “2400”, “2500” and “3000” that are stored in the [HrComp\_trans.Comp\_sub\_type] field. The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2250	Supplementary Insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing fund
3000	Tax

## 47.5 COUNTRY SPECIFIC FIELD DETAILS – MALAYSIA (MY)

### **Cal\_country\_float1** – Calculation tax bonus

The [HrComp\_Trans.Cal\_Country\_float1] field stores the EPF for a bonus to use in the PCB bonus calculation. The [HrComp\_Trans.Cal\_Country\_float1] field is available for component with subtype “2100” and used during calculation for subtype “3000” (PCB).

### **Country\_char1** – Prorate basis

The [HrComp\_Trans.Country\_char1] field defines the denominator for a prorate calculation. The [HrComp\_Trans.Country\_char1] field is available for components with subtype “1000”, “1100”, “1200” and “1300” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime
1300	Fixed allowance

The [HrComp\_Trans.Country\_char1] field can store one of the following values:

Value	Description	Remarks
F	Fixed days	Denominator fixed for a component
W	Working days	Total working days for the period
C	Calendar days	Total days of the period

#### **Note:**

The [HrComp\_Trans.Country\_char1] field is enabled only if the [HrComp\_Trans.Country\_ny1] field indicates that the prorate component is based on any of the payment frequencies except for daily, once-only and hourly for components with subtype “1000”, “1100” and “1300”.

### **Country\_char2** – Prorate basis (Worked days)

The [HrComp\_Trans.Country\_char2] field stores the total actual worked days of a resource. The prorate basis is based on the working days or the calendar days. The [HrComp\_Trans.Country\_char2] field is available for components with subtype “1000”, “1300” and only if the [HrComp\_Trans.Country\_ny1] field indicates that the prorate component is based on any of the frequencies except for daily, once-only and hourly. The [HrComp\_Trans.Country\_char2] field can store one of the following values:

Value	Description
W	Working days
C	Calendar

**Country\_float2 – Denominator**

The [HrComp\_Trans.Country\_float2] field stores the fixed days in a month for calculating the prorated salary (for newly joined / resigned employee). The [HrComp\_Trans.Country\_float2] field is available for components with subtype “1000”, “1100”, “1200” and “1300” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime
1300	Fixed allowance

**Note:**

The [HrComp\_Trans.Country\_float2] field is enabled only if the [HrComp\_Trans.Country\_char1] field indicates that the prorate basis is based on fixed days and must not be empty.

**Country\_float3 – Overtime rate**

The [HrComp\_Trans.Country\_float3] field stores the multiplier for the overtime hourly wage for an overtime component. This field stores the overtime rate when a resource works overtime. The [HrComp\_Trans.Country\_float3] field is only available for components with subtype “1200”.

**Country\_float4 – Print on EA form under code**

The [HrComp\_Trans.Country\_float4] stores a value that indicates at which category / code the remuneration amount will be displayed on the respective statutory reports (EA form). The [HrComp\_Trans.Country\_float4] field is copied from the component (the [HrComponents.Country\_float4] field). The [HrComp\_Trans.Country\_float4] field is only available for all the financial components with subtype “1000”, “1100”, “1200”, “1300”, and the non-monetary benefits (Benefit in Kind) component with subtype “2103”.

**Country\_float5 – Print on CP21 form under code**

The [HrComp\_Trans.Country\_float5] stores a value that indicates at which category / code, the remuneration amount will be displayed on the respective statutory reports (CP21 form). The [HrComp\_Trans.Country\_float5] field is copied from the component (the [HrComponents.Country\_float5] field). The [HrComp\_Trans.Country\_float5] field allows company to declare to the Lembaga Hasil Dalam Negeri (LHDN) department when a resource is leaving the current country to work for another country.

**Country\_float6 – Overtime date**

The [HrComp\_Trans.Country\_float6] field stores the overtime date of a resource who worked overtime. This field is also used to retrieve the correct basic salary amount to calculate the overtime wage. The [HrComp\_Trans.Country\_float6] field is only available for component with subtype “1200”.

**Country\_ny1 – Prorate component**

The [HrComp\_Trans.Country\_ny1] stores a value that indicate whether the component is a prorate component in order to perform a prorate calculation. This also determines whether to calculate the overtime hourly wages. The [HrComp\_Trans.Country\_ny1] field is available for components with subtype "1000", "1100", "1200" and "1300" stored in the [HrComp\_Trans.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime
1300	Fixed allowance

The [HrComp\_Trans.Country\_ny1] field can store one of the following values:

Value	Remarks
0	No - Do not perform prorate calculation
1	Yes - Perform prorate calculation

**Note:**

The [HrComp\_Trans.Country\_ny1] field is only enabled if the prorate component is based on any of the payment frequencies except for daily, hourly and once-only. The [HrComponents.Country\_ny1] field stores the value "1" if it is filled for component with subtype "1200". This enables the [HrComp\_Trans.Country\_ny1] field to use the [HrComp\_Trans.Country\_char1] field to calculate the component overtime hourly wages.

**Country\_ny2 – EPF contribution**

The [HrComp\_Trans.Country\_ny2] field stores a value that indicates if the payroll component has any EPF (Employee Provident Fund) contribution. The value "0" indicates it has no EPF contribution. The value "1" indicates that the component has an EPF contribution.

**Country\_ny3 – SOCSO contribution**

The [HrComp\_Trans.Country\_ny3] field stores a value that indicates whether the payroll component has any SOCSO contribution. The value "0" indicates it has no SOCSO contribution. The value "1" indicates it has a SOCSO contribution.

**Country\_ny4 – Tax contribution**

The [HrComp\_Trans.Country\_ny4] field stores a value that indicates if the payroll component has any tax contribution. The value "0" indicates it has no tax contribution. The value "1" indicates it has a tax contribution.

**Country\_ny18 – Indicator**

The [HrComp\_Trans.Country\_ny18] field differentiates between the current month salary and the previous month salary to perform a difference calculation. The value "0" indicates it is the current month salary. The value "1" indicates it is a previous month salary. The current calculation is able to automatically include previous prorated salary where a resource joins after the payroll process (payroll cut off date). This previous prorated salary amount will be used in the calculation of the current month salary. Two base salary transaction records are created to indicate the previous and current month salary. The [HrComp\_Trans.Country\_ny18] field is only available for component with subtype "1000" which is the base salary subtype.

**Country\_string1** – Employer reference number

The [HrComp\_Trans.Country\_string1] field stores the employer reference number when company declares the deduction components such as EPF employer, SOCSO, tax employee, HRDF, Non-monetary benefits and CP38. The value in [HrComp\_Trans.Country\_string1] field is copied directly from [HrComponents.Country\_string1] field, if it is filled.

**Declaration\_Date** – PCB receipt date

The [HrComp\_Trans.Declaration\_Date] field stores the tax (PCB) receipt date to be displayed in the PCB2 form. The [HrComp\_Trans.Declaration\_Date] field is available for component with subtype “3000”.

**Declaration\_Number** – PCB receipt number

The [HrComp\_Trans.Declaration\_Number] field stores the tax (PCB) receipt number to be displayed in the PCB2 form and the CP159 form. The [HrComp\_Trans.Declaration\_Number] field is available for component with subtype “3000”.



## 47.6 COUNTRY SPECIFIC FIELD DETAILS – MIDDLE EAST (AE)

### Country\_char1 – Prorate basis / hourly wage base

The [HrComp\_Trans.Country\_char1] field stores the denominator for a prorate calculation. The [HrComp\_Trans.Country\_char1] field is available for components with subtype “1000”, “1100”, “1200”, “1300”, “1301”, “1302”, “1400” and “1950” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field).

The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Unpaid Leave
1300	Earning/deduction affect pension
1301	Earning/deduction affect provident fund
1302	Earning/deduction affect pension and provident fund
1400	Net earning/deduction
1950	Indemnity benefits

The [HrComp\_Trans.Country\_char1] field can store one of the following values:

Value	Description	Remarks
F	Fixed days	Denominator fixed for a component
W	Working days	Total working days for the period
C	Calendar days	Total days of the period
U	User Defined	User defined the total days of a period

#### Note:

The [HrComp\_Trans.Country\_char1] field is enabled only if the [HrComp\_Trans.Country\_ny1] field identified the prorate component is set to any of the payment frequencies except for daily, once only and hourly. The [HrComp\_Trans.Country\_char1] with value "U" (User Defined) is only applicable to components with subtype “1200”.

### Country\_char2 – Profit/ loss base

The [HrComp\_Trans.Country\_char2] field stores the amount of the profit or loss from the provident fund which will be shared with the fund contributors. The [HrComp\_Trans.Country\_char2] field is available for components with subtype “1930” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field).

The component's subtype has the following description:

Subtype	Description
1930	Profit/loss from provident fund

The [HrComp\_Trans.Country\_char2] field can store one of the following values:

Value	Description	Remarks
B	Fund balance	Profit/ loss calculated based on profit/ loss balance
P	Fund balance & Profit or Loss	Profit/ loss calculated based on profit/ loss balance and profit/ loss

**Country\_char3 – Deduction**

The [HrComp\_Trans.Country\_char3] field stores the methods for the deduction of loan repayment. The [HrComp\_Trans.Country\_char3] field is available for components with subtype “1610”, “1910” and “1951” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1610	Loan
1910	Provident fund loan
1951	Loan against indemnity benefits

The [HrComp\_Trans.Country\_char3] field can store one of the following values:

Value	Description	Remarks	Applicable
C	Current period	Repay on the same month when a loan is released to resource	Components with subtype "1610", "1910", "1951"
N	Next period	Repay on the next month after a loan is released to resource	Components with subtype "1610", "1910", "1951"
S	With salary payments	Repay when there is a salary payment	Components with subtype "1610"
R	On resignation	Repay in the period that the resource last salary is calculated	Components with subtype "1951"

**Country\_char4 – Pension fund**

The [HrComp\_Trans.Country\_char4] field stores the different types of pension funds. The [HrComp\_Trans.Country\_char4] field is available for components with subtype “2000” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field). The component's subtype has the following description:

Subtype	Description
2000	Pension/ social security employee

The [HrComp\_Trans.Country\_char4] field can store one of the following values:

Value	Description	Remarks	Note
B	Basic fund	The total pension amount is subject to a limit of 1250	If the total pension amount is lesser than the basic fund (limit to 1250), the calculated pension amount will be used. If the total pension amount is more than the basic fund, the maximum value of 1250 will be used.
T	Takmeeli fund	The total pension amount is subject to a limit of 2250	If the total pension amount is lesser than the Takmeeli fund (limit to 2250), the calculated pension amount will be used. If the total pension amount is more than the Takmeeli fund, the maximum value of 2250 will be used.
N	Normal fund	No limit on the total pension amount	Nil.
R	On resignation	Repay in the period that the resource last salary is calculated	Components with subtype "1951"

**Country\_float1** – Illness day 1/ overtime/ denominator

The [HrComp\_Trans.Country\_float1] field is shared to store the first range of illness day, overtime day or denominator. The [HrComp\_Trans.Country\_float1] field is available for components with subtype “1501”, “1200” and “1950” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1200	Unpaid leave
1501	Illness/ Illness repayment
1950	Indemnity benefits

- **Illness day 1:** The [HrComp\_Trans.Country\_float1] field stores the resources absent days for components is with subtype “1501”. If the number of absent day is within the range specified in this field, the resource is entitled to a specific percentage of illness payment, depending on the first illness percentage (stored in the [HrComp\_Trans.Country\_float2] field). The [HrComp\_Trans.Country\_float1] field is the first of three fields that stores such data. The other fields are [HrComp\_Trans.Country\_float4] storing illness day 2 and [HrComp\_Trans.Country\_float6] storing illness day 3.
- **Overtime:** The [HrComp\_Trans.Country\_float1] field is used to store the overtime day or unpaid leave day for components with subtype “1200”. This field stores the day when a resource works overtime or take unpaid leave.
- **Denominator:** The [HrComp\_Trans.Country\_float1] field is used to store denominator for components with subtype “1950”. This field stores the number of days in a year for indemnity benefits calculation.

**Country\_float2** – Illness percentage 1/ overtime rate/ number of indemnity benefit days

The [HrComp\_Trans.Country\_float2] field is shared to store the first illness percentage, overtime rate or number of indemnity benefit days. The [HrComp\_Trans.Country\_float2] field is available for component with subtype “1200”, “1501” and “1950” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1200	Unpaid leave
1501	Illness/ Illness repayment
1950	Indemnity benefits

- **Illness percentage 1:** The [HrComp\_Trans.Country\_float2] field is used to store the illness payment in percentage in relation to the illness days (the [HrComp\_Trans.Country\_float1] field) for component with subtype “1501”. The illness payment is entitled to the resource in percentage when the resource actual absent days exceeds the number of days specified in the first range of illness days (stored in the [HrComp\_Trans.Country\_float1] field). The [HrComp\_Trans.Country\_float2] field is the first of three fields that stores such data. The other fields are [HrComp\_Trans.Country\_float3] storing illness percentage 2 and [HrComp\_Trans.Country\_float5] storing illness percentage 3.
- **Overtime rate:** The [HrComp\_Trans.Country\_float2] field is used to store the multiplier for the overtime hourly wage for components with subtype “1200”. This field stores overtime rate when a resource works overtime. This field is available only if the component is paid by employer (where the [HrComp\_Trans.Paid\_By] field has the value "R").
- **Number of indemnity benefit days:** The [HrComp\_Trans.Country\_float2] field is used to store the number of indemnity benefit days if there are changes to the salary or allowance of a resource.

**Note:**

The [HrComp\_Trans.Country\_float2] field is only available for component with subtype “1950” and only if the country code is set to “Kuwait” in the company data settings (where the [Bedryf.LandCode] field has the value "KW").

**Country\_float3** – Illness percentage 2/ minimum bonus/ EOSB service year 1

The [HrComp\_Trans.Country\_float3] field is shared to store the second illness percentage, minimum bonus amount or the first EOSB service year. The [HrComp\_Trans.Country\_float3] field is available for components with subtype “1100”, “1501” and “1950” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1501	Illness/ Illness repayment
1950	Indemnity benefits

- **Illness percentage 2:** The [HrComp\_Trans.Country\_float3] field is used to store the illness payment in percentage in relation to the illness days (the [HrComp\_Trans.Country\_float4] field) for component with subtype “1501”. The illness payment is entitled to the resource in percentage when the resource actual absent days exceeds the number of days specified in the second range of illness days (stored in the [HrComp\_Trans.Country\_float4] field). The [HrComp\_Trans.Country\_float3] field is the second of three fields that stores such data. The other fields are [HrComp\_Trans.Country\_float2] storing illness percentage 1 and [HrComp\_Trans.Country\_float5] storing illness percentage 3.
- **Minimum bonus:** The [HrComp\_Trans.Country\_float3] field is used to store the minimum bonus amount for calculation for component with subtype “1100”. This field stores the minimum amount to validate whether the bonus value falls within the range for calculation.
- **EOSB service year 1:** The [HrComp\_Trans.Country\_float3] field is used to store the entitlement for End of Service Benefits (EOSB)/ indemnity benefits based on service year for components with subtype “1950”. If the number of service years is greater than or equal to the amount specified in this field, the resource is entitled to a number of indemnity benefit days, indicated in the first range of indemnity benefit days (stored in the [HrComp\_Trans.Country\_float4] field). The [HrComp\_Trans.Country\_float3] field is the first of two fields that stores such data. The other field is [HrComp\_Trans.Country\_float5] storing EOSB service year 2.

**Country\_float4** – Illness day 2/ EOSB day 1

The [HrComp\_Trans.Country\_float4] field is shared to store the second range of illness days or the first range of indemnity benefit days. The [HrComp\_Trans.Country\_float4] field is available for components with subtype “1501” and “1950” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field).

The component's subtype has the following descriptions:

Subtype	Description
1501	Illness/ Illness repayment
1950	Indemnity benefits

- **Illness day 2:** The [HrComp\_Trans.Country\_float4] field is used to store the resources absent day for components with subtype “1501”. The number of days in this field is used when the number of actual absent days exceeds the first range of illness days specified in the [HrComp\_Trans.Country\_float1] field. The resource is entitled to a specific percentage of illness payment, depending on the second illness percentage (stored in the [HrComp\_Trans.Country\_float3] field). The [HrComp\_Trans.Country\_float4] field is the second of three fields that stores such data. The other fields are [HrComp\_Trans.Country\_float1] storing illness day 1 and [HrComp\_Trans.Country\_float6] storing illness day 3.
- **EOSB day 1:** The [HrComp\_Trans.Country\_float4] field is used to store the entitlement of the indemnity benefit in days in relation to the service years for components with subtype “1950”. This field calculates the indemnity benefit in days based on the first EOSB service year (stored in the [HrComponents.Country\_float3] field).

**Country\_float5** – Illness percentage 3/ maximum bonus/ EOSB service year 2

The [HrComp\_Trans.Country\_float5] field is shared to store the third illness percentage, maximum bonus amount or the second EOSB service year. The [HrComp\_Trans.Country\_float5] field is available for component with subtype “1100”, “1501” and “1950” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1501	Illness/ Illness repayment
1950	Indemnity benefits

- **Illness percentage 3:** The [HrComp\_Trans.Country\_float5] field is used to store the illness payment in percentage in relation to the illness days (the [HrComp\_Trans.Country\_float6] field) for components with subtype “1501”. The illness payment is entitled to the resource in percentage when the resource absent days exceeds the third range of illness days (stored in the [HrComp\_Trans.Country\_float6] field). The [HrComp\_Trans.Country\_float5] field is the third of three fields that stores such data. The other fields are [HrComp\_Trans.Country\_float2] storing illness percentage 1 and [HrComp\_Trans.Country\_float3] storing illness percentage 2.
- **Maximum amount:** The [HrComp\_Trans.Country\_float5] field is used to store the maximum bonus amount for calculation for component with subtype “1100”. This field stores the maximum amount to validate whether the bonus value fall within the range for calculation.
- **EOSB service year 2:** The [HrComp\_Trans.Country\_float5] field is used to store the entitlement for End of Service Benefits (EOSB)/ indemnity benefits based on service year for components with subtype “1950”. If the number of service years is greater than or equal to the amount specified in this field, the resource is entitled to a number of indemnity benefit days, indicated in the second range of indemnity benefit days (stored in the [HrComp\_Trans.Country\_float6] field). The [HrComp\_Trans.Country\_float5] field is the second of two fields that stores such data. The other field is [HrComp\_Trans.Country\_float3] storing EOSB service year 1.

**Country\_float6** – Illness day 3/ Indemnity benefit amount for this period

The [HrComp\_Trans.Country\_float6] field is shared to store the third range of illness days and indemnity benefit amount for this period. The [HrComp\_Trans.Country\_float6] field is available for component with subtype “1501” and “1950” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1501	Illness/ Illness repayment
1950	Indemnity benefits

- **Illness day 3:** The [HrComp\_Trans.Country\_float6] field is used to store the resources absent days for components with subtype “1501”. The number of days in this field is used when the number of absent days exceeds the second range of illness days specified in the [HrComp\_Trans.Country\_float4] field. The resource is entitled to a specific percentage of illness payment, depending on third illness percentage (stored in the [HrComp\_Trans.Country\_float5] field). The [HrComp\_Trans.Country\_float6] field is the third of three fields that stores such data. The other fields are [HrComp\_Trans.Country\_float1] storing illness day 1 and [HrComp\_Trans.Country\_float4] storing illness day 2.
- **Indemnity benefit amount for this period:** The [HrComponents.Country\_float6] field is used to store the indemnity benefit amount for this period if there are any changes to the salary or allowance of a resource.

**Note:**

The [HrComp\_Trans.Country\_float6] field is only available for component with subtype “1950” and only if the country code is set to “Kuwait” in the company data settings (where the [Bedryf.LandCode] field has the value “KW”).

**Country\_ny1 – Prorate component**

The [HrComp\_Trans.Country\_ny1] field indicates whether it is a prorate component in order to perform a prorate calculation. The [HrComp\_Trans.Country\_ny1] field is available for components with subtype "1100", "1200", "1300", "1301", "1302" and "1400" (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1200	Unpaid Leave
1300	Earning/deduction affect pension
1301	Earning/deduction affect provident fund
1302	Earning/deduction affect pension and provident fund
1400	Net earning/deduction

The value "0" indicates the prorate component is not included for calculation. The value "1" indicates the prorate component is included for calculation.

**Note:**

The [HrComp\_Trans.Country\_ny1] field is only enabled if the prorate component is based on any of the frequencies except for daily, hourly and once-only. The [HrComponents.Country\_ny1] field stores the value "1" if it is filled for component with subtype "1200". This enables the [HrComponent.Country\_ny1] field to use the [HrComponents.Country\_char1] field to calculate the component overtime hourly wages.



**Country\_ny4** – Include excess in indemnity benefits

The [HrComp\_Trans.Country\_ny4] field indicates whether to include the excess of the pension amount in the calculation of indemnity benefits for components with subtype “2000” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field). This field is normally used when a resource has a pension amount that exceeds the limit set by the fund (the [HrComp\_Trans.Country\_char4] field). The value “0” indicates that the excess in indemnity benefits is not included. The value “1” indicates the calculation of indemnity benefits will depend on the pension and the excess pension amount will be included in the base value for indemnity benefits.

**Note:**

The [HrComp\_Trans.Country\_ny4] field is available for components with subtype “2000” only if the pension fund type is “Takmeeli” in the [HrComp\_Trans.Country\_char4] field.

**Country\_ny16** – Base salary/ vacation payment/ vacation deduction

The [HrComp\_Trans.Country\_ny16] field is shared to store the base salary, vacation payment amount or vacation deduction. The [HrComp\_Trans.Country\_ny16] field is available for components with subtype “1000”, “1970” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field) paid by employer (where the [HrComp\_Trans.Paid\_By] field has the value “R”) and components with subtype “1970” paid by employee (where the [HrComp\_Trans.Comp\_Sub\_Type] field has the value “E”).

- **Base Salary:** The [HrComp\_Trans.Country\_ny16] field is used to store the base salary for components with subtype “1000”. The value “1” indicates the [HrComp\_Trans.Country\_ny16] field will display the previous period salary. The value “0” indicates the [HrComp\_Trans.Country\_ny16] field will display the current period salary.
- **Vacation payment amount:** The [HrComp\_Trans.Country\_ny16] field is used to store the vacation payment amount for components with subtype “1970”, which are paid by the employer. The value “1” indicates the [HrComp\_Trans.Country\_ny16] field will display the vacation payment amount for the current period. The value “0” indicates the [HrComp\_Trans.Country\_ny16] field will display the vacation payment amount for the next period.
- **Vacation deduction:** The [HrComp\_Trans.Country\_ny16] field is used to store the vacation deduction amount for components with subtype “1970” which are paid by the employee. The value “1” indicates the [HrComp\_Trans.Country\_ny16] field will display the vacation deduction amount for the previous period. The value “0” indicates the [HrComp\_Trans.Country\_ny16] field will display the vacation deduction amount for the current period.

**Country\_String1** – Employer reference number

The [HrComp\_Trans.Country\_string1] field stores the employer reference number when company declares the deduction components. The [HrComp\_Trans.Country\_string1] field is available if the component with subtype “2000” (stored in the [HrComp\_Trans.Comp\_Sub\_Type] field).

**Note:**

The [HrComp\_Trans.Country\_string1] field is enabled only if the components are paid by employer for components with subtype “2000” (Where the [HrComp\_Trans.Paid\_By] field has the value “R”).

# 48. HRCOMPONENTITEMLINKS – COMPONENT RELATIONS

## 48.1 GENERAL DESCRIPTION

The [HrComponentItemLinks] table is used to store N:M relations between components and other master data.

The type of relation (the [HrComponentItemLinks.Type] field) determines where the relation is used for:

- Type “R” is used in commission method components to retrieve revenue (so for components where the [HrComponents.Comp\_Type] field has the value “P”).
- Type “C” is used in commission method components to retrieve costs (so for components where the [HrComponents.Comp\_Type] field has the value “P”).
- Type “G” is used in grouping of components to link a component to a component group.
- Type “A” is used to link activities to components. The activities are items of type labor hour (so items where the [Items.Type] field has the value “L”) and the components are components where the [HrComponents.Origin] field has the value “A”, “T” or “C”.

## 48.2 HRCOMPONENTITEMLINKS FIELD DETAILS

### Assortment – Assortment

The [HrComponentItemLinks.Assortment] field stores the code of the assortment where the revenue must be retrieved from. This field can only be filled if the [HrComponentItemLinks.Type] field has the value “R” which is only applicable for commission method components (so where the [HrComponents.Comp\_Type] field has the value “P”). The [HrComponentItemLinks.Assortment] field refers to the [ItemAssortment.Assortment] field.

### Comp\_Code – Component

The [HrComponentItemLinks.Comp\_Code] field stores the code of the component that was linked to the activity or item or assortment. It is possible to have 1 or more components linked to 1 or more activities.

### Division – Division

The [HrComponentItemLinks.Division] field stores the division code. The [HrComponentItemLinks.Division] field stores the numeric value of the [Bedryf.Bednr] field. This field is not used at this moment. It is added for future functionality.

### ID – ID

The [HrComponentItemLinks.ID] field stores the system generated database record identification number. This field is not functionally used.

### ItemCode – Activity

The [HrComponentItemLinks.ItemCode] field stores the code of the item / activity that was linked to the component. The [HrComponentItemLinks.ItemCode] field refers to the [Items.ItemCode].

**Ledger\_Account** – General ledger account number

The [HrComponentItemLinks.Ledger\_Account] field stores the general ledger account number that is used to retrieve the revenue or costs for a commission method component. This field can only be filled if the [HrComponentItemLinks.Type] field has the value “R” or “C” which is only applicable for commission method components (so where the [HrComponents.Comp\_Type] field has the value “P”). The [HrComponentItemLinks.Ledger\_Account] field refers to the [Grtbk.Reknr] field.

**PayrollComponent** – Payroll component

The [HrComponentItemLinks.PayrollComponent] field stores the code of the component that is used to retrieve the costs for a commission method component. This field can only be filled if the [HrComponentItemLinks.Type] field has the value “C” which is only applicable for commission method components (so where the [HrComponents.Comp\_Type] field has the value “P”). The [HrComponentItemLinks.PayrollComponent] field refers to the [HrComponents.Comp\_Code] field.

**RelCode** – Relation code

The [HrComponentItemLinks.RelCode] field stores the code of the component group to which a component is linked. With a component group, it is possible to link multiple components (the components that are linked to a specific component group) to a resource in one step. This field can only be filled if the [HrComponentItemLinks.Type] field has the value “G”. The [HrComponentItemLinks.RelCode] field refers to the [HrFree.ReckKey] field where the [HrFree.FileType] has the value “CG”.

**Syscreated** – Syscreated

The [HrComponentItemLinks.Syscreated] field stores the date and time when a component relation was created. The system populates this field for component relations.

**Syscreator** – Syscreator

The [HrComponentItemLinks.Syscreator] field stores the creator of a component relation. The system populates this field for all component relations. The [HrComponentItemLinks.Syscreator] field refers to the [Humres.Res\_ID] field.

**SysGuid** – SysGuid

The [HrComponentItemLinks.SysGuid] field stores a unique identifier and is used for technical reasons only. It has no functional meaning. The system populates this field for all component relations.

**Sysmodified** – Sysmodified

The [HrComponentItemLinks.Sysmodified] field stores the date and time when a component relation was last modified. Initially, this field contains the creation date. When a user modifies a component relation, the date and time stored in the [HrComponentItemLinks.Sysmodified] field are changed to the date and time of modification. The system populates this field for all component relations.

**Sysmodifier** – Sysmodifier

The [HrComponentItemLinks.Sysmodifier] field stores the ID of the person who modified a component relation. Initially, this field contains the creator ID. When a user modifies a component relation, the modifier ID stored in the [HrComponentItemLinks.Sysmodifier] field is changed to the ID of the user who modified the component relation. The system populates this field for all component relations. The [HrComponentItemLinks.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [HrComponentItemLinks.Timestamp] field is a technical field, which the SQL server triggers. The timestamp sorts the component relations in created or changed order. The system assigns a new timestamp for each new component relation and updates the timestamp of the changed component relation.

**Type** – Relation type

The [HrComponentItemLinks.Type] field indicates the type of the component relation.

The [HrComponentItemLinks.Type] field can store one of the following values:

Value	Description	Remarks
A	Activity	Relation between payroll components and activities (Items of type labor hour). To retrieve in E-Payroll hours and days for the payroll calculation. Key fields: Comp_Code and ItemCode.
C	Costs	Used for commission method components to store which general ledger account numbers and which payroll components must be used to retrieve the costs. Key fields: Comp_Code, Ledger_Account and PayrollComponent.
G	Group	Relation between a component group and components. Key fields: Comp_Code and Relcode.
R	Revenue	Used for commission method components to store which ledgers and which items or assortments must be used to retrieve the revenue. Key fields: Comp_Code, Ledger_Account, ItemCode and Assortment.

### 48.3 COMMISSION METHOD COMPONENTS

In the maintenance of a commission method component, it is possible to define links to the commission method component to retrieve revenue and costs.

For the link to retrieve revenue, it is possible to make a link to a G/L, to a G/L + Item or to a G/L + assortment. This data is used to calculate the revenue in the commission generator. The same combination of G/L, G/L + Item or G/L + assortment for a commission method component can only exist once.

For the link to retrieve costs, it is possible to make a link to a G/L or to a G/L + payroll component. This data is used to calculate the costs in the commission generator. The same combination of G/L or G/L + payroll component and commission method component can only exist once.

# 49. HRPAYROLL – RESOURCE PAYROLL SETTINGS

## 49.1 GENERAL DESCRIPTION

The [HrPayroll] table stores the payroll settings per resource per year per period. These settings are used for the country specific payroll calculation. Per country, views exist with clear field names for the country specific functionality. The views are based on the field 'Country' and the field 'Type'. In section 6.2, the generic fields are described. For the country specific fields (view), see the Country specific section(s).

The [HrPayroll] table stores also other data besides the resource specific payroll settings. The type of the record (the [HrPayroll.Type] field) determines what kind of record it is:

- Type "N": Resource specific payroll settings. Only 1 record exists per resource / year / period.
- Type "C": Main contract data. The "C" and "P" records are linked to each other via the [HrPayroll.Contract] field. Multiple records can exist per resource / year / period.

**Note:**

The availability of this field depends on the country-specific legislation.

- Type "P": Sub contract data (contract related data that can change during the contract). The "C" and "P" records are linked to each other via the [HrPayroll.Contract] field. Also referred to as Payroll data. Multiple records can exist per resource / year / period.

**Note:**

The availability of this field depends on the country-specific legislation.

The type "C" and type "P" records are unique on the following fields:

- [HrPayroll.Res\_ID]
- [HrPayroll.Type]
- [HrPayroll.StartDate]
- [HrPayroll.EndDate]

The type "N" records are unique on the following fields:

- [HrPayroll.Res\_ID]
- [HrPayroll.PayrollYear]
- [HrPayroll.Period]

## 49.2 HRPAYROLL FIELD DETAILS

### **Component\_Group** – Component group

The [HrPayroll.Component\_Group] field stores the code of the component group that is linked to the resource (for that year / period). The components that are linked to this component group (which is stored in the [HrComponentItemLinks] table) will be linked to the resource (which is stored in the [HrComp\_Resource] table). The [HrPayroll.Component\_Group] field refers to the [HrFree.RecKey] field (where the [HrFree.FileType] field is “CG”).

### **Contract** – Contract

The [HrPayroll.Contract] field indicates the type of payroll data. For normal payroll data (where the [HrPayroll.Type] field has the value “N”), this field will have the value “0”. For contract data (so where the [HrPayroll.Type] field has the value “C” or “P”), this field will have a value higher than “0”. For the first contract, the value of this field will be “1”. For each new contract line, the field [HrPayroll.Contract] field will be raised with 1.

### **Country** – Country

The [HrPayroll.Country] field stores the code of the country for which the resource specific payroll settings were created. The [HrPayroll.Country] field refers to the [Land.LandCode] field.

### **Country15Char1** – Country specific length 15 character field 1

The [HrPayroll.Country15Char1] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

### **Country15Char2** – Country specific length 15 character field 2

The [HrPayroll.Country15Char2] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

### **Country15Char3** – Country specific length 15 character field 3

The [HrPayroll.Country15Char3] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

### **Country30Varchar1** – Country specific length 30 character field 1

The [HrPayroll.Country30Varchar1] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

### **Country30Varchar2** – Country specific length 30 character field 2

The [HrPayroll.Country30Varchar2] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

### **Country30Varchar3** – Country specific length 30 character field 3

The [HrPayroll.Country30Varchar3] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

### **Country30Varchar4** – Country specific length 30 character field 4

The [HrPayroll.Country30Varchar4] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country30Varchar5** – Country specific length 30 character field 5

The [HrPayroll.Country30Varchar5] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country70Varchar1** – Country specific length 70 character field 1

The [HrPayroll.Country70Varchar1] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country70Varchar2** – Country specific length 70 character field 2

The [HrPayroll.Country70Varchar2] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country70Varchar3** – Country specific length 70 character field 3

The [HrPayroll.Country70Varchar3] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country8Char1** – Country specific length 8 character field 1

The [HrPayroll.Country8Char1] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country8Char2** – Country specific length 8 character field 2

The [HrPayroll.Country8Char2] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country8Char3** – Country specific length 8 character field 3

The [HrPayroll.Country8Char3] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country8Char4** – Country specific length 8 character field 4

The [HrPayroll.Country8Char4] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country8Char5** – Country specific length 8 character field 5

The [HrPayroll.Country8Char5] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Country8Char6** – Country specific length 8 character field 6

The [HrPayroll.Country8Char6] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate1** – Country specific date field 1

The [HrPayroll.CountryDate1] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).



**CountryDate2** – Country specific date field 2

The [HrPayroll.CountryDate2] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate3** – Country specific date field 3

The [HrPayroll.CountryDate3] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate4** – Country specific date field 4

The [HrPayroll.CountryDate4] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate5** – Country specific date field 5

The [HrPayroll.CountryDate5] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate6** – Country specific date field 6

The [HrPayroll.CountryDate6] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate7** – Country specific date field 7

The [HrPayroll.CountryDate7] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate8** – Country specific date field 8

The [HrPayroll.CountryDate8] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate9** – Country specific date field 9

The [HrPayroll.CountryDate9] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate10** – Country specific date field 10

The [HrPayroll.CountryDate10] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate11** – Country specific date field 11

The [HrPayroll.CountryDate11] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate12** – Country specific date field 12

The [HrPayroll.CountryDate12] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate13** – Country specific date field 13

The [HrPayroll.CountryDate13] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate14** – Country specific date field 14

The [HrPayroll.CountryDate14] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate15** – Country specific date field 15

The [HrPayroll.CountryDate15] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate16** – Country specific date field 16

The [HrPayroll.CountryDate16] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate17** – Country specific date field 17

The [HrPayroll.CountryDate17] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate18** – Country specific date field 18

The [HrPayroll.CountryDate18] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate19** – Country specific date field 19

The [HrPayroll.CountryDate19] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate20** – Country specific date field 20

The [HrPayroll.CountryDate20] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate21** – Country specific date field 21

The [HrPayroll.CountryDate21] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryDate22** – Country specific date field 22

The [HrPayroll.CountryDate22] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat1** – Country specific decimal number field 1

The [HrPayroll.CountryFloat1] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat2** – Country specific decimal number field 2

The [HrPayroll.CountryFloat2] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat3** – Country specific decimal number field 3

The [HrPayroll.CountryFloat3] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat4** – Country specific decimal number field 4

The [HrPayroll.CountryFloat4] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat5** – Country specific decimal number field 5

The [HrPayroll.CountryFloat5] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat6** – Country specific decimal number field 6

The [HrPayroll.CountryFloat6] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat7** – Country specific decimal number field 7

The [HrPayroll.CountryFloat7] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat8** – Country specific decimal number field 8

The [HrPayroll.CountryFloat8] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat9** – Country specific decimal number field 9

The [HrPayroll.CountryFloat9] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat10** – Country specific decimal number field 10

The [HrPayroll.CountryFloat10] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat11** – Country specific decimal number field 11

The [HrPayroll.CountryFloat11] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat12** – Country specific decimal number field 12

The [HrPayroll.CountryFloat12] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat13** – Country specific decimal number field 13

The [HrPayroll.CountryFloat13] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat14** – Country specific decimal number field 14

The [HrPayroll.CountryFloat14] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat15** – Country specific decimal number field 15

The [HrPayroll.CountryFloat15] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat16** – Country specific decimal number field 16

The [HrPayroll.CountryFloat16] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat17** – Country specific decimal number field 17

The [HrPayroll.CountryFloat17] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat18** – Country specific decimal number field 18

The [HrPayroll.CountryFloat18] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat19** – Country specific decimal number field 19

The [HrPayroll.CountryFloat19] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat20** – Country specific decimal number field 20

The [HrPayroll.CountryFloat20] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat21** – Country specific decimal number field 21

The [HrPayroll.CountryFloat21] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat22** – Country specific decimal number field 22

The [HrPayroll.CountryFloat22] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat23** – Country specific decimal number field 23

The [HrPayroll.CountryFloat23] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat24** – Country specific decimal number field 24

The [HrPayroll.CountryFloat24] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat25** – Country specific decimal number field 25

The [HrPayroll.CountryFloat25] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat26** – Country specific decimal number field 26

The [HrPayroll.CountryFloat26] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat27** – Country specific decimal number field 27

The [HrPayroll.CountryFloat27] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat28** – Country specific decimal number field 28

The [HrPayroll.CountryFloat28] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat29** – Country specific decimal number field 29

The [HrPayroll.CountryFloat29] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat30** – Country specific decimal number field 30

The [HrPayroll.CountryFloat30] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat31** – Country specific decimal number field 31

The [HrPayroll.CountryFloat31] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat32** – Country specific decimal number field 32

The [HrPayroll.CountryFloat32] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat33** – Country specific decimal number field 33

The [HrPayroll.CountryFloat33] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat34** – Country specific decimal number field 34

The [HrPayroll.CountryFloat34] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat35** – Country specific decimal number field 35

The [HrPayroll.CountryFloat35] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat36** – Country specific decimal number field 36

The [HrPayroll.CountryFloat36] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat37** – Country specific decimal number field 37

The [HrPayroll.CountryFloat37] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat38** – Country specific decimal number field 38

The [HrPayroll.CountryFloat38] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat39** – Country specific decimal number field 39

The [HrPayroll.CountryFloat39] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryFloat40** – Country specific decimal number field 40

The [HrPayroll.CountryFloat40] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryInt1** – Country specific number field 1

The [HrPayroll.CountryInt1] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryInt2** – Country specific number field 2

The [HrPayroll.CountryInt2] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryInt3** – Country specific number field 3

The [HrPayroll.CountryInt3] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes1** – Country specific no / yes field 1

The [HrPayroll.CountryNoYes1] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes2** – Country specific no / yes field 2

The [HrPayroll.CountryNoYes2] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes3** – Country specific no / yes field 3

The [HrPayroll.CountryNoYes3] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes4** – Country specific no / yes field 4

The [HrPayroll.CountryNoYes4] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes5** – Country specific no / yes field 5

The [HrPayroll.CountryNoYes5] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes6** – Country specific no / yes field 6

The [HrPayroll.CountryNoYes6] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes7** – Country specific no / yes field 7

The [HrPayroll.CountryNoYes7] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes8** – Country specific no / yes field 8

The [HrPayroll.CountryNoYes8] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes9** – Country specific no / yes field 9

The [HrPayroll.CountryNoYes9] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes10** – Country specific no / yes field 10

The [HrPayroll.CountryNoYes10] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes11** – Country specific no / yes field 11

The [HrPayroll.CountryNoYes11] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes12** – Country specific no / yes field 12

The [HrPayroll.CountryNoYes12] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes13** – Country specific no / yes field 13

The [HrPayroll.CountryNoYes13] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes14** – Country specific no / yes field 14

The [HrPayroll.CountryNoYes14] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).



**CountryNoYes15** – Country specific no / yes field 15

The [HrPayroll.CountryNoYes15] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes16** – Country specific no / yes field 16

The [HrPayroll.CountryNoYes16] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes17** – Country specific no / yes field 17

The [HrPayroll.CountryNoYes17] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes18** – Country specific no / yes field 18

The [HrPayroll.CountryNoYes18] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes19**– Country specific no / yes field 19

The [HrPayroll.CountryNoYes19] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes20**– Country specific no / yes field 20

The [HrPayroll.CountryNoYes20] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes21**– Country specific no / yes field 21

The [HrPayroll.CountryNoYes21] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes22**– Country specific no / yes field 22

The [HrPayroll.CountryNoYes22] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes23**– Country specific no / yes field 23

The [HrPayroll.CountryNoYes23] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes24**– Country specific no / yes field 24

The [HrPayroll.CountryNoYes24] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes25**– Country specific no / yes field 25

The [HrPayroll.CountryNoYes25] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).



**CountryNoYes26**– Country specific no / yes field 26

The [HrPayroll.CountryNoYes26] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes27**– Country specific no / yes field 27

The [HrPayroll.CountryNoYes27] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes28**– Country specific no / yes field 28

The [HrPayroll.CountryNoYes28] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes29**– Country specific no / yes field 29

The [HrPayroll.CountryNoYes29] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryNoYes30**– Country specific no / yes field 30

The [HrPayroll.CountryNoYes30] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint1** – Country specific small number field 1

The [HrPayroll.CountrySmallint1] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint2** – Country specific small number field 2

The [HrPayroll.CountrySmallint2] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint3** – Country specific small number field 3

The [HrPayroll.CountrySmallint3] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint4** – Country specific small number field 4

The [HrPayroll.CountrySmallint4] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint5** – Country specific small number field 5

The [HrPayroll.CountrySmallint5] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint6** – Country specific small number field 6

The [HrPayroll.CountrySmallint6] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint7** – Country specific small number field 7

The [HrPayroll.CountrySmallint7] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint8** – Country specific small number field 8

The [HrPayroll.CountrySmallint8] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint9** – Country specific small number field 9

The [HrPayroll.CountrySmallint9] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint10** – Country specific small number field 10

The [HrPayroll.CountrySmallint10] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint11** – Country specific small number field 11

The [HrPayroll.CountrySmallint11] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint12** – Country specific small number field 12

The [HrPayroll.CountrySmallint12] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint13** – Country specific small number field 13

The [HrPayroll.CountrySmallint13] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint14** – Country specific small number field 14

The [HrPayroll.CountrySmallint14] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint15** – Country specific small number field 15

The [HrPayroll.CountrySmallint15] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint16** – Country specific small number field 16

The [HrPayroll.CountrySmallint16] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint17** – Country specific small number field 17

The [HrPayroll.CountrySmallint17] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint18** – Country specific small number field 18

The [HrPayroll.CountrySmallint18] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint19** – Country specific small number field 19

The [HrPayroll.CountrySmallint19] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint20** – Country specific small number field 20

The [HrPayroll.CountrySmallint20] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint21** – Country specific small number field 21

The [HrPayroll.CountrySmallint21] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint22** – Country specific small number field 22

The [HrPayroll.CountrySmallint22] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint23** – Country specific small number field 23

The [HrPayroll.CountrySmallint23] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint24** – Country specific small number field 24

The [HrPayroll.CountrySmallint24] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint25** – Country specific small number field 25

The [HrPayroll.CountrySmallint25] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint26** – Country specific small number field 26

The [HrPayroll.CountrySmallint26] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint27** – Country specific small number field 27

The [HrPayroll.CountrySmallint27] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint28** – Country specific small number field 28

The [HrPayroll.CountrySmallint28] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint29** – Country specific small number field 29

The [HrPayroll.CountrySmallint29] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountrySmallint30** – Country specific small number field 30

The [HrPayroll.CountrySmallint30] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest1** – Country specific list box field 1

The [HrPayroll.CountryTest1] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest2** – Country specific list box field 2

The [HrPayroll.CountryTest2] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest3** – Country specific list box field 3

The [HrPayroll.CountryTest3] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest4** – Country specific list box field 4

The [HrPayroll.CountryTest4] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest5** – Country specific list box field 5

The [HrPayroll.CountryTest5] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest6** – Country specific list box field 6

The [HrPayroll.CountryTest6] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest7** – Country specific list box field 7

The [HrPayroll.CountryTest7] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest8** – Country specific list box field 8

The [HrPayroll.CountryTest8] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest9** – Country specific list box field 9

The [HrPayroll.CountryTest9] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest10** – Country specific list box field 10

The [HrPayroll.CountryTest10] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest11** – Country specific list box field 11

The [HrPayroll.CountryTest11] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest12** – Country specific list box field 12

The [HrPayroll.CountryTest12] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest13** – Country specific list box field 13

The [HrPayroll.CountryTest13] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest14** – Country specific list box field 14

The [HrPayroll.CountryTest14] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest15** – Country specific list box field 15

The [HrPayroll.CountryTest15] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest16** – Country specific list box field 16

The [HrPayroll.CountryTest16] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest17** – Country specific list box field 17

The [HrPayroll.CountryTest17] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest18** – Country specific list box field 18

The [HrPayroll.CountryTest18] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest19** – Country specific list box field 19

The [HrPayroll.CountryTest19] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest20** – Country specific list box field 20

The [HrPayroll.CountryTest20] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest21** – Country specific list box field 21

The [HrPayroll.CountryTest21] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest22** – Country specific list box field 22

The [HrPayroll.CountryTest22] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest23** – Country specific list box field 23

The [HrPayroll.CountryTest23] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest24** – Country specific list box field 24

The [HrPayroll.CountryTest24] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest25** – Country specific list box field 25

The [HrPayroll.CountryTest25] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest26** – Country specific list box field 26

The [HrPayroll.CountryTest26] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest27** – Country specific list box field 27

The [HrPayroll.CountryTest27] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest28** – Country specific list box field 28

The [HrPayroll.CountryTest28] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest29** – Country specific list box field 29

The [HrPayroll.CountryTest29] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest30** – Country specific list box field 30

The [HrPayroll.CountryTest30] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest31** – Country specific list box field 31

The [HrPayroll.CountryTest31] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest32** – Country specific list box field 32

The [HrPayroll.CountryTest32] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest33** – Country specific list box field 33

The [HrPayroll.CountryTest33] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest34** – Country specific list box field 34

The [HrPayroll.CountryTest34] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest35** – Country specific list box field 35

The [HrPayroll.CountryTest35] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest36** – Country specific list box field 36

The [HrPayroll.CountryTest36] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest37** – Country specific list box field 37

The [HrPayroll.CountryTest37] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest38** – Country specific list box field 38

The [HrPayroll.CountryTest38] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest39** – Country specific list box field 39

The [HrPayroll.CountryTest39] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest40** – Country specific list box field 40

The [HrPayroll.CountryTest40] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest41** – Country specific list box field 41

The [HrPayroll.CountryTest41] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest42** – Country specific list box field 42

The [HrPayroll.CountryTest42] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).



**CountryTest43** – Country specific list box field 43

The [HrPayroll.CountryTest43] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest44** – Country specific list box field 44

The [HrPayroll.CountryTest44] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest45** – Country specific list box field 45

The [HrPayroll.CountryTest45] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest46** – Country specific list box field 46

The [HrPayroll.CountryTest46] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest47** – Country specific list box field 47

The [HrPayroll.CountryTest47] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest48** – Country specific list box field 48

The [HrPayroll.CountryTest48] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest49** – Country specific list box field 49

The [HrPayroll.CountryTest90] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**CountryTest50** – Country specific list box field 50

The [HrPayroll.CountryTest50] field is used to store country specific resource payroll settings. Per country, a different set of values applies to this field. For more information, see the Country specific section(s).

**Description** – Description

The [HrPayroll.Description] field stores the description of the contract related data (so where the [HrPayroll.Type] field has the value “C” or “P”). For contract related data, the default value of this field is “Contract”. For payroll data, the default value of this field is “Payroll data”.

**Note:**

The availability of this field depends on the country-specific legislation.

**Division** – Division

The [HrPayroll.Division] field stores the division code. The [HrPayroll.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used at this moment. It is added for future functionality.



**DocAttachmentID – Attachment**

A user can add an attachment to a contract (so where the [HrPayroll.Type] field has the value “C”). The attachment can contain additional information, which is relevant to the contract. The attachment can be any type of file, such as an Excel sheet, an image, or a Word document. Attachments are stored as documents in the [BacoDiscussions] table, which is the central document table. The system uses the attachment id field to store a unique reference to the document in the [BacoDiscussions] table. The [HrPayroll.DocAttachmentID] field refers to the [BacoDiscussions.ID] field.

**Note:**

The availability of this field depends on the country-specific legislation.

**EndDate – End date**

The [HrPayroll.EndDate] field stores the end date of the payroll settings / contract data / payroll contract data.

- For payroll settings (where the [HrPayroll.Type] field has the value “N”), this field is filled with the last date of the period for which the payroll settings apply.
- For contract data (so where the [HrPayroll.Type] field has the value “C”), this field will be filled with the end date of the contract. Since contracts cannot overlap, the start date (the [HrPayroll.StartDate] field) is always more recent than the end date of the previous contract.
- For payroll contract data (so where the [HrPayroll.Type] field has the value “P”), this field will store the end date of the payroll contract data. Within a contract, the start date of the payroll contract data is always more recent than the end date of the previous payroll contract data.

**ID – ID**

The [HrPayroll.ID] field stores the system generated database record identification number. This field is not functionally used.

**Job\_Title – Job title**

The [HrPayroll.Job\_Title] field stores the job title that is related to the contract. This field is only available for contract data (so where the [HrPayroll.Contract] field has the value “C”). This field is default filled with the value of the [Humres.Job\_Title] field. The [HrPayroll.Job\_Title] field refers to the [Hrjbt.Job\_Title] field.

**Payment\_Period – Payment period**

The [HrPayroll.Payment\_Period] field stores the payment period of the resource. The [HrPayroll.Payment\_Period] field can store one of the following values:

Value	Description
A	Half-yearly
D	Daily
M	Monthly
Q	Quarterly
V	4-weekly
W	Weekly
Y	Yearly

**PayrollYear** – Payroll year

The [HrPayroll.PayrollYear] field stores the payroll year to which the resource specific payroll settings apply. The value of this field has to lie between the highest and lowest payroll year (as defined in the settings).

**Note:**

The [HrPayroll.PayrollYear] field is only used for payroll settings records (so where the [HrPayroll.Type] field has the value “N”).

**Period** – Period

The [HrPayroll.Period] field stores the period to which the resource specific payroll settings apply.

**Res\_ID** – Resource

The [HrPayroll.Res\_ID] field stores the resource ID for which payroll settings or contract data is created. The [HrPayroll.Res\_ID] field refers to the [Humres.Res\_ID] field.

**StartDate** – Start date

The [HrPayroll.StartDate] field stores the start date of the payroll settings / contract data / payroll contract data.

- For payroll settings (where the [HrPayroll.Type] field has the value “N”), this field is filled with the first date of the period to which the payroll settings apply.
- For contract data (so where the [HrPayroll.Type] field has the value “C”), this field will be filled with the start date of the contract. Since contracts cannot overlap, the start date (the [HrPayroll.StartDate] field) is always more recent than the end date of the previous contract.
- For payroll contract data (so where the [HrPayroll.Type] field has the value “P”), this field will store the start date of the payroll contract data. Within a contract, the start date of the payroll contract data is always more recent than the end date of the previous payroll contract data.

**Syscreated** – Syscreated

The [HrPayroll.Syscreated] field stores the date and time when resource specific payroll settings / contract data / contract payroll data created. The system populates this field for all data.

**Syscreator** – Syscreator

The [HrPayroll.Syscreator] field stores the creator of the resource specific payroll settings / contract data / contract payroll data. The system populates this field for all data. The [HrPayroll.Syscreator] field refers to the [Humres.Res\_ID] field.

**SysGuid** – SysGuid

The [HrPayroll.SysGuid] field stores a unique identifier and is used for technical reasons only. It has no functional meaning. The system populates this field for all data.

**Sysmodified** – Sysmodified

The [HrPayroll.Sysmodified] field stores the date and time when resource specific payroll settings / contract data / contract payroll data was last modified. Initially, this field contains the creation date. When a user modifies this data, the date and time stored in the [HrPayroll.Sysmodified] field are changed to the date and time of modification. The system populates this field for all data.

**Sysmodifier** – Sysmodifier

The [HrPayroll.Sysmodifier] field stores the ID of the person who modified resource specific payroll settings / contract data / contract payroll data. Initially, this field contains the creator ID. When a user modifies this data, the modifier ID stored in the [HrPayroll.Sysmodifier] field is changed to the ID of the user who modified the data. The system populates this field for all data. The [HrPayroll.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [HrPayroll.Timestamp] field is a technical field, which the SQL server triggers. The timestamp sorts the data in created or changed order. The system assigns a new timestamp for each new resource specific payroll setting / contract data / contract payroll data and updates the timestamp of the changed resource specific payroll settings / contract data / contract payroll data.

**Type** – Type

The [HrPayroll.Type] field stores the type of the data. The resource specific payroll settings are stored as type “N”. The types “C” (main contract related data) and “P” (sub contract related data) are used in German, Spanish and Austrian legislation.

The [HrPayroll.Type] field can store one of the following values:

Value	Description	Remarks
C	Contract	Main contract related data
L	Log	Not used anymore
N	Normal	Resource specific payroll settings
P	Payroll data	Sub contract related data

### 49.3 COUNTRY SPECIFIC FIELD DETAILS – NETHERLANDS (NL)

The resource specific payroll settings for the Netherlands, are stored in the country specific fields for own legislation. To have a better understanding of the fields that are used, a view is created (the [NLHrPayroll] view) with field names that indicate better what the field represents.

Field NLHrPayroll	Field HrPayroll
abp_dv_aard	CountryTest24
abp_dv_enddate	CountryDate3
abp_dv_startdate	CountryDate2
abp_dv_volgnr	CountrySmallint15
abp_dv_waarde	CountryTest25
abp_ptf_afw	CountryFloat16
abu_enddate	CountryDate6
abu_startdate	CountryDate5
abu_weeks_not_worked	CountrySmallint14
afw_bter_pf	CountryFloat13
annual_wage	CountryFloat12
bter_uurloon	CountryFloat24
bter_uurloon_excl	CountryFloat28
calc_days_week	CountryFloat18
calc_hours_week	CountryFloat19
calc_ptf	CountryFloat20
calc_ptf_method	CountryTest28
calc_svdays_method	CountryTest27
cd_agh	Country8Char6
cd_cao	CountryFloat21
cd_contract	Country8Char1
cd_fase_fz	Country8Char4
cd_ink_vermindering	CountryTest26
cd_redengeenbijtelling	CountryTest31
cd_zvw	CountryTest32
component_group	Component_group
contract	contract
corr_arb_verh	CountryTest33
country	Country
cvz_woonlandfactor	CountryFloat25
days_period	CountryFloat15
declaration_date	CountryDate7
declaration_lastaction	Laatste actie
declaration_made	CountryTest5
declaration_number	Country15Char1
declaration_period	CountrySmallInt3
declaration_reference	Country30Varchar1
declaration_sequence	CountrySmallInt4
declaration_type	CountryTest4
description	description
Division	Division
DocAttachmentID	DocAttachmentID
enddate	enddate
ID	ID
iv_dev_date	CountryNoYes16
iv_enddate	CountryDate9

Field NLHrPayroll	Field HrPayroll
iv_indication	CountrySmallInt17
iv_nummber	CountrySmallInt18
iv_startdate	CountryDate8
job_title	job_title
korting_levensloop	CountryFloat23
msv_cao_code	CountrySmallInt2
msv_change_ldate	CountryDate4
msv_declaration_type	CountryTest15
msv_hours_week	CountryFloat11
msv_labour_agreement	CountryNoYes6
msv_labour_code	CountryTest17
msv_labour_exception	Country8Char5
msv_labour_regular	CountryNoYes7
msv_loonsom	CountryFloat7
msv_own_risk_code	CountryTest20
msv_part_bps	CountryNoYes11
msv_part_obf	CountryNoYes9
msv_part_stein	CountryNoYes10
msv_part_vnps	CountryNoYes8
msv_premiumgrp_code	CountryTest19
msv_print	CountryNoYes5
msv_reduction_wa_code	CountryTest18
msv_resign_code	CountryTest16
msv_wao_percentage	CountrySmallInt5
payment_period	payment_period
PayrollYear	PayrollYear
period	period
piekarbeider	CountryNoYes24
plo_ris_fonds	CountryNoYes14
reference_period	CountryFloat17
reference_year	CountryFloat22
res_id	res_id
sector	Country8Char2
slip_name_method	CountryTest29
sliptext1	Country70VarChar1
sliptext2	Country70VarChar2
sliptext3	Country70VarChar3
soc_bter_days	CountryFloat14
soc_leerling	CountryTest23
soc_type_line	CountryTest22
soc_UTA	CountryNoYes15
soc_wao_type	CountryTest13
soc_ww_type	CountryTest11
soc_zfw_type	CountryTest14
soc_zw_type	CountryTest12
startdate	startdate
subsector	Country8Char3
syscreated	syscreated
syscreator	syscreator
sysguid	sysguid
sysmodified	sysmodified
sysmodifier	sysmodifier
tax_beschikking_amount	CountryFloat5

Field NLHrPayroll	Field HrPayroll
tax_exception_type	CountryTest9
tax_extra_amount	CountryFloat1
tax_extra_type	CountryTest2
tax_franchise	CountryTest10
tax_income_code	CountrySmallint1
tax_lagelonen_type	CountryTest6
tax_payment	CountryNoYes1
tax_percentage_rule	CountryFloat6
tax_rebate_elderly	CountryNoYes2
tax_rebate_ldate	CountryDate1
tax_rebate_type	CountryTest3
tax_rebate_young_disab	CountryNoYes3
tax_reduction_type	CountryTest8
tax_special_percentage	CountryFloat3
tax_special_yearlywage	CountryFloat2
tax_table_color	CountryTest1
tax_use_daily	CountryTest30
tax_verminderende_type	CountryTest7
tax_verminderende_uren	CountryFloat4
tax_verminderende_vastbedrag	CountryFloat26
tax_voordeelregel	CountryNoYes4
timestamp	timestamp
tsf_dagen_opg	CountryFloat27
type	type
ydec_b_amount	CountryInt3
ydec_bpf_code	CountrySmallint9
ydec_comp_car	CountryNoYes13
ydec_government	CountryNoYes12
ydec_payment_amt	CountryInt1
ydec_payment_days	CountrySmallint6
ydec_payment_wao	CountryInt2
ydec_special_amount1	CountryFloat8
ydec_special_amount2	CountryFloat9
ydec_special_amount3	CountryFloat10
ydec_special_code1	CountrySmallint11
ydec_special_code2	CountrySmallint12
ydec_special_code3	CountrySmallint13
ydec_special_sv_code	CountrySmallint8
ydec_vrijst_code	CountryTest21
ydec_vut_code	CountrySmallint10
ydec_year_hours	CountrySmallint7

**Note:**

Only the records where the [HrPayroll.Type] field has the value “N” and the [HrPayroll.Country] field has the value “NL” are used in the [NLHrPayroll] view.

**Abp\_dv\_aard** – Nature of employment (Aard dienstverband)

The [NLHrPayroll.Abp\_dv\_aard] field stores the nature of the employment. This field is used for the declaration to the ABP (Algemeen Burgerlijk Pensioenfonds), which is the pension fund of the government organizations or government related companies (“semi-overheid”) and maintain a number of regulations. The [NLHrPayroll.Abp\_dv\_aard] field can store one of the following values:

Value	Description
A	Voormalig werknemer met ontslaguitkering
B	Voormalig werknemer met functioneel leeftijdsontslag
C	Voormalig werknemer met VUT of FPU uitkering
D	Voormalig werknemer met suppletie
E	Verlof wegens politieke functie
F	Verlof wegens functie bij EG, NAVO e.d.
G	Verlof wegens militaire functie
H	Verlof wegens functie op de Nederlandse Antillen
I	Verlof wegens functie ombudsman
J	Verlof alle andere situaties
K	Voormalig werknemer met overgangsrecht WW-uitkering (available as from 2007)
L	Voormalig werknemer met WW-uitkering (available as from 2007)
W	Werknemer

**Abp\_dv\_EndDate** – End date participation (Einddatum deelnemerschap)

The [NLHrPayroll.Abp\_dv\_aard] field stores the end date of the participation of the employee to the ABP fund. This field is used for the declaration to the ABP (Algemeen Burgerlijk Pensioenfonds), which is the pension fund of the government organizations or government related companies (semi-overheid) and maintain a number of regulations.

**Abp\_dv\_StartDate** – Start date participation (Begindatum deelnemerschap)

The [NLHrPayroll.Abp\_dv\_aard] field stores the start date of the participation of the employee to the ABP fund. This field is used for the declaration to the ABP (Algemeen Burgerlijk Pensioenfonds), which is the pension fund of the government organizations or government related companies (semi-overheid) and maintain a number of regulations.

**Abp\_dv\_volgnr** – Participant number (Volgnummer deelnemer)

The [NLHrPayroll.Abp\_dv\_volgnr] field stores the participant number of the employee of the ABP fund. This field is used for the declaration to the ABP (Algemeen Burgerlijk Pensioenfonds), which is the pension fund of the government organizations or government related companies (semi-overheid) and maintain a number of regulations.

**Abp\_dv\_Waarde** – (Waarde deelnemerschap)

The [NLHrPayroll.Abp\_dv\_Waarde] field indicates how the seniority is included in the calculation of the ABP premium. This field is also used for the declaration to the ABP (Algemeen Burgerlijk Pensioenfonds), which is the pension fund of the government organizations or government related companies (semi-overheid) and maintain a number of regulations. The [NLHrPayroll.Abp\_dv\_Waarde] field can store one of the following values:

Value	Description
0	100: de diensttijd telt volledig mee
1	050: de diensttijd telt voor de helft mee
2	000: de diensttijd telt niet mee
3	038: de diensttijd telt voor 37,5% mee (available as from 2007)

**Abp\_ptf\_afw** – Part-time factor new function / leave (Deeltijdfactor nieuwe betrekking/Deeltijdfactor verlof)

The [NLHrPayroll.Abp\_dv\_afw] field stores the part-time factor of the new function or leave for the calculation of the ABP premium. This field is also used for the declaration to the ABP (Algemeen Burgerlijk Pensioenfonds), which is the pension fund of the government organizations or government related companies (semi-overheid) and maintain a number of regulations. If the “Nature of employment” (the [NLHrPayroll.Abp\_dv\_aard] field) has the value “A” or “D”, then this field is enabled with the label “Deeltijdfactor andere betrekking”. If the “Nature of employment” (the [NLHrPayroll.Abp\_dv\_aard] field) has the value “E”, then this field is enabled with the label “Deeltijdfactor verlof”.

**ABU\_EndDate** – ABU End date (Einddatum wekentelling)

The [NLHrPayroll.ABU\_EndDate] field stores the end date of the weeks not worked. This data is needed for specific calculations for the CAO ABU (Algemene Bond Uitzendondernemingen).

**ABU\_StartDate** – ABU Start date (Begindatum wekentelling)

The [NLHrPayroll.ABU\_StartDate] field stores the start date of the weeks not worked. This data is needed for specific calculations for the CAO ABU (Algemene Bond Uitzendondernemingen).

**ABU\_Weeks\_Not\_Worked** – ABU weeks not worked (Aantal weken niet gewerkt)

The [NLHrPayroll.ABU\_Weeks\_Not\_Worked] field stores the number of the weeks not worked. This data is needed for specific calculations for the CAO ABU (Algemene Bond Uitzendondernemingen).

**Afw\_BTER\_pf** – Deviating BTER base pension fund (Afwijkende BTER grondslag pensioenfonds)

The [NLHrPayroll.Afw\_BTER\_pf] field stores a deviating BTER (Bedrijfstak eigen regeling) base value. This field is used to declare a deviating base value of the pension fund for the UWV SFB.

**Annual\_Wage** – Gross annual wage (Bruto jaarloon)

The [NLHrPayroll.Annual\_Wage] field stores the gross annual wage. This field is used for various premium calculations like PGGM and ABP.

**BTER\_uurloon** – (BTER uurloon)

The [NLHrPayroll.BTER\_uurloon] field stores the BTER hourly wage that is calculated by the Dutch payroll calculation. Holiday allowance is included in the calculated amount. This hourly wage is written in the declaration (OLP).

**BTER\_uurloon\_excl** – (BTER uurloon exclusief)

The [NLHrPayroll.BTER\_uurloon] field stores the BTER hourly wage that is calculated by the Dutch payroll calculation. Holiday allowance is not included in the calculated amount. This hourly wage is written in the declaration (OLP).

**Calc\_Days\_Week** – SV days per week (SV dagen per week)

The [NLHrPayroll.Calc\_Days\_Week] field stores the number of SV days per week of the employee. The SV days per week are used to calculate several premiums like WW, ZW and ZFW. The [NLHrPayroll.Calc\_Days\_Week] field is only available if the [NLHrPayroll.Calc\_svdays\_Method] field has the value “V”.

**Calc\_Hours\_Week** – SV hours per week (SV uren per week)

The [NLHrPayroll.Calc\_Hours\_Week] field stores the number of SV hours per week of the employee. The SV hours per week are used to calculate several premiums like WW, ZW and ZFW. The [NLHrPayroll.Calc\_Hours\_Week] field is only available if the [NLHrPayroll.Calc\_svdays\_Method] field has the value “V”.

**Calc\_ptf** – Part-time factor (Deeltijdfactor)

The [NLHrPayroll.Calc\_ptf] field stores the part-time factor of the employee. The part-time factor is used to calculate several premiums. The [NLHrPayroll.Calc\_ptf] field is only available if the [NLHrPayroll.Calc\_ptf\_Method] field has the value “V”.



**Calc\_ptf\_Method** – Calculation part-time factor (Berekening deeltijdfactor)

The [NLHrPayroll.Calc\_ptf\_Method] field indicates what method is used in order to calculate the part-time factor that is used within the payroll calculation. When this field is set to 'A', the part-time factor is calculated automatically by the payroll calculation by dividing the number of hours per day from the employees' workschedule and the number of hours per day from the component concerned (the [HrComponents.Country\_float9] field). When this field is set to 'V', the part-time factor that is used by the payroll calculation is the part-time factor that is filled in the [NLHrPayroll.Calc\_ptf] field for that employee and period. The [NLHrPayroll.Calc\_ptf\_Method] field can store one of the following values:

Value	Description
A	Automatically
V	Vaste waarde gebruiken

**Calc\_svdays\_Method** – Calculation SV days and SV hours (Berekening SV dagen / uren)

The [NLHrPayroll.Calc\_svdays\_Method] field indicates if the SV days and SV hours should be calculated automatically or fixed values should be used. The [NLHrPayroll.Calc\_svdays\_Method] field can store one of the following values:

Value	Description
A	Automatically
V	Vaste waarde gebruiken

**Cd\_agh** – Code for disabled discount (Code arbeidsgehandicaptenkorting)

The [NLHrPayroll.Cd\_agh] field stores the code for disabled discount in declaration. The [NLHrPayroll.Cd\_agh] field can store one of the following values:

Value	Description
0	Niet van toepassing
1	In dienst genomen jonggehandicapte
2	Herplaatste jonggehandicapten
3	In dienst genomen arbeidsgehandicapte
4	Herplaatste arbeidsgehandicapte

**Cd\_cao** – (Code CAO)

The [NLHrPayroll.Cd\_cao] field stores the code CAO, which is the code for tax authority in declaration.

**Note:** The available CAOs are selected from a CSV file.

**Cd\_contract** – (Code contract)

The [NLHrPayroll.Cd\_contract] field stores the contract code. The [NLHrPayroll.Cd\_contract] field can store one of the following values:

Value	Description
B	Bepaald
O	Onbepaald
V	Contractgegevens

**Cd\_fase\_fz** – (Code fase indeling)

The [NLHrPayroll.Cd\_fase\_fz] field stores the category code in which the temporary worker belongs to. The [NLHrPayroll.Cd\_fase\_fz] field can store one of the following values:

Value	Description
0	Niet van toepassing
1	Fase 1
2	Fase 2
3	Fase 3
4	Fase 4
5	Wettelijk regime
6	Ketensysteem
17	Fase A
18	Fase B
19	Fase C
38	Fase A (zonder beding/loonuitsluiting)
40	Fase A (zonder beding)
41	Fase 1 (zonder beding)
42	Fase 2 (zonder beding)
99	Contractgegevens

**Cd\_ink\_Vermindering** – (Code inkomstenvermindering)

The [NLHrPayroll.Cd\_ink\_Vermindering] field indicates if the salary is reduced this period. The [NLHrPayroll.Cd\_ink\_Vermindering] field can store one of the following values:

Value	Description
B	Bevalling of zwangerschap
N	Niet van toepassing
O	Onbetaald verlof
Z	Ziekte

**Note:**

The [NLHrPayroll.Cd\_ink\_Vermindering] field will be used to register declaration data for the new tax declaration as from 2006.

**Cd\_redengeenbijtelling** – (Code redden geen bijtelling auto)

The [NLHrPayroll.Cd\_redengeenbijtelling] field stores the code to tax exemption. The [NLHrPayroll.Cd\_redengeenbijtelling] field can store one of the following values:

Value	Description
0	Niet van toepassing
1	Afspraak via werkgever met belastingdienst
2	Werknemer heft beschikking belastingdienst (only available for 2006)
	Verklaring geen prive gebruik auto (available as from 2007)
3	Ander bewijs
4	Bwstelauto zonder prive gebruik (only available for 2006)
5	Doorlopen afwisselend gebruik bestelauto (available as from 2007)

**Note:**

The [NLHrPayroll.Cd\_redengeenbijtelling] field is made available as from 2006 and it is enabled when the [NLHrPayroll.ydec\_comp\_car] field = '1'.

**Cd\_zvw** – (Code verzekeringssituatie ZVW)

The [NLHrPayroll.Cd\_zvw] field stores the insurance situation of the resource for ZVW. The [NLHrPayroll.Cd\_zvw] field can store one of the following values:

Value	Description
A	Niet verzekeringsplichtig
B	Niet verzekeringsplichtig (militair)
C	Verzekeringplichtig (normaal tarief)
D	Verzekeringplichtig (zeelieden)
E	Verzekeringplichtig (verlaagd tarief)
F	Verzekeringplichtig (meerdere tarieven)
G	Niet verzekeringsplichtig (Buitenlands artiest/sporter) (available as from 2007)
H	Verzekeringplichtig (Binnenlands artiest) (available as from 2007)
I	Niet verzekeringsplichtig (Bijdrage CVZ) (available as from 2007)

**Note:**

The [NLHrPayroll.Cd\_zvw] field is made available as from 2006.

**Component\_Group** – Component group

The [NLHrPayroll.Component\_Group] field has the same functionality as the [HrPayroll.Component\_Group] field.

**Contract** – Contract

The [NLHrPayroll.Contract] field has the same functionality as the [HrPayroll.Contract] field.

**Corr\_arb\_verh** – (Type correctie OLP)

The [NLHrPayroll.Corr\_arb\_verh] field stores the correction type for OLP in tax (Cordares) declaration.  
The [NLHrPayroll.Corr\_arb\_verh] field can store one of the following values:

Value	Description
0	Niet van toepassing
2	Vervangende regel (inclusief levensloop)
3	Vervangende regel (exclusief levensloop)

**Country** – Country

The [NLHrPayroll.Country] field has the same functionality as the [HrPayroll.Country] field.

**Cvz\_woonlandfactor** – (Woonlandfactor CVZ)

The [NLHrPayroll.Cvz.woonlandfactor] field stores the country factor in CVZ. This country factor was introduced due to change of the calculation for foreign pension takers. The foreign pension takers must pay a contribution to the college for health insurances in the Netherlands (CVZ). Depending on the country where the pension taker lives, the contribution is multiplied with a country depended factor. This factor can only be entered if the [NLHrPayroll.Soc\_ZFW\_Type] field = ['X', 'Y'].

**Note:**

The [NLHrPayroll.Cvz.woonlandfactor] field is made available as from 2007.

**Days\_Period** – Days per period (Dagen per periode)

The [NLHrPayroll.Days\_Period] field stores the deviating number of days per period of the employee if the work schedule does not return the correct data.

**Declaration\_Date** – Declaration date

The [NLHrPayroll.Declaration\_Date] field stores the date and time the declaration was created.

**Note:**

The [NLHrPayroll.Declaration\_Date] field will be used to register declaration data for the new tax declaration as from 2006.

**Declaration\_lastaction** – Laatste actie

The [NLHrPayroll.Declaration\_lastaction] field is not used anymore.

**Declaration\_Made** – Declaration made (Type correctie Loonaangifte)

The [NLHrPayroll.Declaration\_Made] field stores the correction type for Loonaangifte in tax declaration. The [NLHrPayroll.Declaration\_Made] field can store one of the following values:

Value	Description
0	Niet van toepassing
1	Correctie
2	Intrekking

**Note:**

The [NLHrPayroll.Declaration\_Made] field will be used to register declaration data for the new tax declaration as from 2006.

**Declaration\_Number** – Declaration number

The [NLHrPayroll.Declaration\_Number] field stores the number of the tax declaration.

**Note:**

The [NLHrPayroll.Declaration\_Number] field will be used to register declaration data for the new tax declaration as from 2006.

**Declaration\_Period** – Declaration period

The [NLHrPayroll.Declaration\_Period] field stores the period for which the tax declaration is created.

The frequency that a tax declaration is sent will be monthly or 4-weekly. Most of the time the declaration period will be equal to the payroll payment period, but in a few cases this will be different:

Payment period weekly: these resources will be declared per four weeks.

Payment period quarterly: these resources will be declared per month.

Payment period daily: these resources will be declared per four weeks or per month.

**Note:**

The [NLHrPayroll.Declaration\_Period] field will be used to register declaration data for the new tax declaration as from 2006.

**Declaration\_Reference** – Declaration reference

The [NLHrPayroll.Declaration\_Reference] field stores the unique reference for the tax declaration. This field will be used to link the different data like payroll data, payroll transactions, documents and payments. This field will also be used in the communication between the tax department and the company. The reference will consist of the following data: “Loonbelastingnummer” + “Document number” and will also be stored in the created XML-file for the declaration.

**Note:**

The [NLHrPayroll.Declaration\_Reference] field will be used to register declaration data for the new tax declaration as from 2006.

**Declaration\_Sequence** – Declaration sequence

The [NLHrPayroll.Declaration\_Sequence] field stores the sequence number of the declaration. The sequence number is used to make a difference between the separate declarations made, since it is possible that more than one additional or correction declaration is created.

**Note:**

The [NLHrPayroll.Declaration\_Sequence] field will be used to register declaration data for the new tax declaration as from 2006.

**Declaration\_Type** – Declaration type

The [NLHrPayroll.Declaration\_Type] field stores the type of declaration. The [NLHrPayroll.Declaration\_Type] field can store one of the following values:

Value	Description
0	N.v.t.
1	Correctie
2	Intrekking

**Note:**

The [NLHrPayroll.Declaration\_Type] field will be used to register declaration data for the new tax declaration as from 2006.

**Description** – Description

The [NLHrPayroll.Description] field has the same functionality as the [HrPayroll.Description] field.

**Division** – Division

The [NLHrPayroll.Division] field stores the division number of the division. The [NLHrPayroll.Division] field stores the numeric value of the [Bedryf.Bednrn] field. The [NLHrPayroll.Division] field is added for future functionality.

**DocAttachmentID** – Attachment

The [NLHrPayroll.DocAttachmentID] field has the same functionality as the [HrPayroll.DocAttachmentID] field.

**EndDate** – End date

The [NLHrPayroll.EndDate] field stores the end date of the payroll settings. This field is filled with the last date of the period for which the payroll settings apply.

**ID** – ID

The [NLHrPayroll.ID] field stores the system generated database record identification number. This field is not functionally used.

**Iv\_dev\_date** – Derogatory date (Afwijkende datum)

The [NLHrPayroll.Iv\_dev\_date] field indicates if the start and end date of the 'Inkomstenverhouding' deviates from the start and end date of the resource. The value "1" indicates that the start and end date of the 'Inkomstenverhouding' deviates from the start and end date of the resource. The value "0" indicates that the start and end date of the 'Inkomstenverhouding' does not deviate from the start and end date of the resource.

**lv\_enddate** – End date

The [NLHrPayroll.lv\_enddate] field stores the employment end date of the resource. This field is enabled when the [NLHrPayroll.lv\_dev\_date] field has the value “1”.

**lv\_indication** – Name income proportion (Aanduiding inkomstenverhouding)

The [NLHrPayroll.lv\_indication] field stores the labor relationships per resource.

**Note:**

The [NLHrPayroll.lv\_indication] field is applicable until 2006.

**lv\_nummer** – (Nummer inkomstenverhouding)

The [NLHrPayroll.lv\_nummer] field stores the ‘Nummer inkomstenverhouding’. The [NLHrPayroll.lv\_nummer] field is used to identify the labor relationships per resource.

**Note:**

The [NLHrPayroll.lv\_nummer] field is applicable as from 2007.

**lv\_startdate** – Start date

The [NLHrPayroll.lv\_startdate] field stores the employment start date of the resource. The [NLHrPayroll.lv\_startdate] field is enabled when the [NLHrPayroll.lv\_dev\_date] field has the value “1”.

**Job\_Title** – Job title

The [NLHrPayroll.Job\_Title] field has the same functionality as the [NLHrPayroll.Job\_Title] field.

**Korting\_levensloop** – Walk of life discount (Levensloopverlofkorting)

The [NLHrPayroll.Korting\_levensloop] field stores the deduction amount from the employee fiscal wage for life course regulation.

**Note:**

The [NLHrPayroll.Korting\_levensloop] field is made available as from 2006 for the ‘Life course regulation’.

**Msv\_CAO\_Code** – General labor agreement code (CAO code)

The [NLHrPayroll.Msv\_CAO\_Code] field stores the CAO code of the employee. Which codes are valid, depends on the Industrial Insurance Board. The [NLHrPayroll.Msv\_CAO\_Code] field is applicable for the personnel declaration to UWV SFB, UWV SFS, UWV GUO and UWV RELAN.

**Msv\_Change\_Idate** – Start date personnel declaration (Datum ingang)

The [NLHrPayroll.Msv\_Change\_Idate] field stores the date of changes in the personnel declaration. This date is used in the personnel declaration.

**Msv\_Declaration\_Type** – Type of personnel declaration (Aard melding)

The [NLHrPayroll.Msv\_Declaration\_Type] field indicates the type of personnel declaration. Depending on making an A-type or a B-type declaration, other fields must be filled in the declaration records. The [NLHrPayroll.Msv\_Declaration\_Type] field can store one of the following values:

Value	Description
A	A Indiensttreding
B	A Wijziging arbeidsverhouding
C	A Correctie eerdere melding
D	A Geen van bovenstaande
E	B Uitsdiensttreding
F	B Overlijden
G	B Geen van bovenstaande
H	B Wijziging uitsdiensttreding

**Msv\_Hours\_Week** – Average number of hours per week (Gemiddeld aantal uren per week)

The [NLHrPayroll.Msv\_Hours\_Week] field stores the average number of hours per week. The [NLHrPayroll.Msv\_Hours\_Week] field is applicable for the personnel declarations to the UWV CADANS, UWV SFB, UWV SFS and UWV GUO.

**Msv\_Labour\_Agreement** – Regular employment (Op basis van arbeidsovereenkomst)

The [NLHrPayroll.Msv\_Labour\_Agreement] field indicates if the employee has an employment contract with the employer. The [NLHrPayroll.Msv\_Labour\_Agreement] field is applicable for the personnel declarations to all parties of the UWV. The [NLHrPayroll.Msv\_Labour\_Agreement] field can store one of the following values:

Value	Description
0	No employment contract
1	Employment contract

**Note:**

If the [NLHrPayroll.Msv\_Labour\_Agreement] field has the value “0”, then the [NLHrPayroll.Msv\_Labour\_Exception] field is enabled, to choose another form of employment.

**Msv\_Labour\_Code** – Relation of employee to employer (Uitzonderingssituatie)

The [NLHrPayroll.Msv\_Labour\_Code] field indicates the relation between the employee and the employer. The [NLHrPayroll.Msv\_Labour\_Code] field is applicable for the personnel declarations to all parties of the UWV. The [NLHrPayroll.Msv\_Labour\_Code] field can store one of the following values:

Value	Description
D	Directeur of grootaandeelhouder
F	Familie van eigenaar
N	Niet van toepassing
O	Oproepkracht zonder verplichting
P	Oproepkracht met verplichting
V	Vorige eigenaar



**Msv\_Labour\_Exception** – Type of employment (Anders, aard arbeidsovereenkomst)

The [NLHrPayroll.Msv\_Labour\_Exception] field stores the type of agreement between the employee and the employer, when this differs from a regular employment contract. The [NLHrPayroll.Msv\_Labour\_Exception] field is applicable to all parties of the UWV. The [NLHrPayroll.Msv\_Labour\_Exception] field can store one of the following values:

Value	Description
00	Niet van toepassing
01	Aanneming van werk
02	Vertegenwoordiger
03	WSW-er
04	Stagiair
05	Vrijwilliger of reservist politie/brandweer
06	Thuiswerker
07	Uitzendkracht
08	Musicus of artiest
09	Persoonlijke arbeid
10	Deelvisser
11	Topsporter
12	Gemoedsbezwaarde
13	Bestuurder coöp.
14	PMA Scholier/student (not used anymore)
15	PMA Huisvrouw (m/v) (not used anymore)
16	PMA Uitkeringsgerechtigde
17	Iemand die onbetaald verlof heeft
18	GLW Scholier/student
19	GLW Huisvrouw (m/v)
20	GLW Asielzoeker
21	GLW Overige categorieën
22	VUT
23	Publiekrechtelijke aanstelling
24	Ontslagitkering
25	Werkt als zelfstandige
26	Ambtenaar

**Msv\_Labour\_Regular** – Working fixed or variable hours (Regelmatig arbeidspatroon)

The [NLHrPayroll.Msv\_Labour\_Regular] field indicates if the employee is working regular days per 4 weeks in the case of UWV GAK or in case of UWV CADANS and UWV SFS is working regular hours per week. The [NLHrPayroll.Msv\_Labour\_Regular] field can contain the following values:

Value	Description
0	No regular days / hours
1	Regular days / hours

**Msv\_Loonsom** – Expected amount basic value of pension (Loonsom RELAN / VNPS)

The [NLHrPayroll.Msv\_Loonsom] field stores the expected year wage which is the basic value for pension. The value must be rounded to whole amounts. The [NLHrPayroll.Msv\_Loonsom] field is used for the personnel declaration to UWV GUO for the year amount used for the calculation of V(N)PS. The [NLHrPayroll.Msv\_Loonsom] field is also used for the personnel declaration to UWV CADANS for RELAN pensions.

**Msv\_Own\_Risk\_Code** – Risk fund (Eigen risicodrager)

The [NLHrPayroll.Msv\_Own\_Risk\_Code] field indicates if the employer has the employee insured in the risk-fund. The [NLHrPayroll.Msv\_Own\_Risk\_Code] field is applicable for the personnel declarations to UWV CADANS. The [NLHrPayroll.Msv\_Own\_Risk\_Code] field can store one of the following values:

Value	Description
1	Normale regeling
2	Niet van toepassing
3	Bijzondere regeling

**Msv\_part\_BPS** – Participant BPS (Deelnemer BPS)

The [NLHrPayroll.Msv\_part\_BPS] field indicates if the employee is a participant of the pension fund BPS (Pensioenbedrijf voor het Slagersbedrijf). The [NLHrPayroll.Msv\_part\_BPS] field is applicable for the personnel declaration to UWV GUO. The [NLHrPayroll.Msv\_part\_BPS] field can store one of the following values:

Value	Description
0	No participant
1	Participant

**Msv\_part\_OBF** – Participant OBF (Deelnemer OBF)

The [NLHrPayroll.Msv\_part\_OBF] field indicates if the employee is a participant of the pension fund OBF (Overbruggingsfonds). The [NLHrPayroll.Msv\_part\_OBF] field is applicable for the personnel declaration to UWV GUO. The [NLHrPayroll.Msv\_part\_OBF] field can store one of the following values:

Value	Description
0	No participant
1	Participant

**Msv\_part\_stein** – Participant mr. A. Steinkuhler fund (Deelnemer Steinkuhlerfonds)

The [NLHrPayroll.Msv\_part\_stein] field indicates if the employee is a participant of the mr. A. Steinkuhler fund. The [NLHrPayroll.Msv\_part\_stein] field is applicable for the personnel declaration to UWV GUO. The [NLHrPayroll.Msv\_part\_stein] field can store one of the following values:

Value	Description
0	No participant
1	Participant

**Msv\_part\_VNPS** – Participant VNPS (Deelnemer VNPS)

The [NLHrPayroll.Msv\_part\_VNPS] field indicates if the employee is a participant of the pension fund VNPS (Vereniging Nederlands Pensioenfonds voor de Sigarenindustrie en aanverwante bedrijven). The [NLHrPayroll.Msv\_part\_VNPS] field is applicable for the personnel declaration to UWV GUO. The [NLHrPayroll.Msv\_part\_VNPS] field can store one of the following values:

Value	Description
0	No participant
1	Participant

**Msv\_premiumgrp\_Code** – Premium group (Premiegroep)

The [NLHrPayroll.Msv\_premiumgrp\_Code] field stores the premium group for the sickness-fund (ZW). The [NLHrPayroll.Msv\_premiumgrp\_Code] field is used for the personnel declaration to the UWV SFB. The available premium groups are base on payroll year that is stored in the [NLHrPayroll.Reference\_year] and sector that is stored in the [NLHrPayroll.Sector] field as per described below:

[NLHrPayroll.Reference\_year] < 2006

[NLHrPayroll.Sector]	[NLHrPayroll.Msv_premiumgrp_code]	Description
00, 02, 04, 05, 07, 08, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 38, 38, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 53, 55, 56, 68, 69	0	Niet van toepassing
01	0	Niet van toepassing
	1	Gereduceerd
	2	Normaal
03, 06, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 91, 92, 93, 94, 95, 96	G	Niet van toepassing
	A	Premiegroep A
	B	Premiegroep B
09	0	Niet van toepassing
	1	Grafische industrie exclusief fotografen
	2	Fotografen
22	0	Niet van toepassing
	1	Lid sfBi
	2	Geen lid sfBi
54	0	Niet van toepassing
	1	Laag
	2	Midden
	3	Hoog
52	0	Niet van toepassing
	1	Detachering
	2	Intermediaire diensten
	3	Uitzendbedrijven I A Kortingsklasse
	4	Uitzendbedrijven I A Middenklasse
	5	Uitzendbedrijven I A Opslagklasse
	6	Uitzendbedrijven II A Kortingsklasse
	7	Uitzendbedrijven II A Middenklasse
	8	Uitzendbedrijven II A Opslagklasse
	9	Uitzendbedrijven I B + II B

[NLHrPayroll.Reference\_year] >=2006

[NLHrPayroll.Sector]	[NLHrPayroll.Msv_premiumgrp_code]	Description
00, 02, 04, 05, 06, 07, 08, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 28, 29, 30, 31, 32, 34, 35, 38, 39, 40, 41, 42, 43, 44, 46, 47, 48, 49, 50, 51, 53, 55, 57, 58, 59, 60, 61, 62, 63, 65, 66, 68, 69, 91, 92, 93, 95, 96	1	Niet van toepassing
01, 03, 33, 54, 56	1	Los
	2	Vast
09	1	Grafische industrie exclusief fotografen
	2	Fotografen
45, 67	1	Niet van toepassing
	2	Vervangende wachtgeldpremie
52	1	Uitzendbedrijven II A Kortingsklasse
	2	Uitzendbedrijven II A Middenklasse
	3	Uitzendbedrijven II A Opslagklasse
	4	Uitzendbedrijven I A Kortingsklasse
	5	Uitzendbedrijven I A Middenklasse
	6	Uitzendbedrijven I A Opslagklasse
	7	Detachering
	8	Intermediaire diensten
	9	Uitzendbedrijven I B + II B
64, 94	1	Algemeen
	2	Gemeentevervangende wachtgeldpremie

**Note:**

The [NLHrPayroll.Msv\_premiumgrp\_Code] field has different premium group values applicable to payroll year before 2006 and for payroll year 2006 onwards. The premium group values are also determined based on the sector (value in the [NLHrPayroll.Sector] field).

**Msv\_Print** – Make personnel declaration (Melding sociale verzekering maken)

The [NLHrPayroll.Msv\_Print] field indicates if a personnel declaration to the Industrial Insurance Board (MSV) should be printed. A personnel declaration must be made if the contract of the resource starts changes or ends. The [NLHrPayroll.Msv\_Print] field can store one of the following values:

Value	Description
0	No print
1	Print

**Msv\_Reduction\_WA\_Code** – Reduction WA premium (Reductie premie wachtgeld)

The [NLHrPayroll.Msv\_Reduction\_WA\_Code] field stores the code of the reduction of the WA premium for the agricultural sector. The [NLHrPayroll.Msv\_Reduction\_WA\_Code] field is used for the personnel declaration to UWV GUO. The [NLHrPayroll.Msv\_Reduction\_WA\_Code] field can store one of the following values:

Value	Description
0	Niet van toepassing
1	Vast dienstverband
2	Los dienstverband

**Msv\_Resign\_Code** – Reason resignation (Einde dienstverband)

The [NLHrPayroll.Msv\_Resign\_Code] field stores the reason of resignation of an employee. The [NLHrPayroll.Msv\_Resign\_Code] field is only available if the [NLHrPayroll.Msv\_Declaration\_Type] field has the value “E”, “F”, “G” or “H”. The [NLHrPayroll.Msv\_Resign\_Code] field can store one of the following values:

Value	Description
0	Niet van toepassing
1	WerkeloosheidsWet (WW)
2	Vervroegde UitTreding (VUT)
3	Wet op de ArbeidsOngeschiktheid (WAO)
4	Overige
5	Flexwerker: geen werk aangeboden
6	Flexwerker: werk aangeboden
7	Flexwerker: lopend arbeidscontract
8	Flexwerker: opdracht ingetrokken
9	Flexwerker: ontslag genomen

**Msv\_WAO\_Percentage** – Percentage employment disabled (Percentage arbeidsongeschiktheid)

The [NLHrPayroll.Msv\_WAO\_Percentage] field stores the percentage in which the employee is employment disabled. The [NLHrPayroll.Msv\_WAO\_Percentage] field is applicable for the personnel declaration to UWV SFB and the declaration to Via Prisma (UWV GAK). The [NLHrPayroll.Msv\_WAO\_Percentage] field can store one of the following values:

Value	Description
00	(No percentage employment disabled)
15	(15 - 25 %)
25	(25 - 35 %)
35	(35 - 45 %)
45	(45 - 55 %)
55	(55 - 65 %)
65	(65 - 80 %)
80	(80 - 100 %)

**Payment\_Period** – Payment period (Betalingsperiode)

The [NLHrPayroll.Payment\_Period] field stores the payment period of the resource. The [NLHrPayroll.Payment\_Period] field can store one of the following values:

Value	Description	Remarks
A	Halfjaarlijks	Half-yearly
D	Dagelijks	Daily
M	Maandelijks	Monthly
Q	Per kwartaal	Quarterly
V	Elke 4 weken	4-weekly
W	Wekelijks	Weekly
Y	Jaarlijks	Yearly

**Note:**

The [NLHrPayroll.Payment\_Period] field will only be enabled for the first payroll data for a new resource. After that, it will be disabled always.

**PayrollYear** – Payroll year

The [NLHrPayroll.PayrollYear] field stores the payroll year to which the resource specific payroll settings apply. The value of this field has to lie between the highest and lowest payroll year (as defined in the settings).

**Period** – Period

The [NLHrPayroll.Period] field stores the period to which the resource specific payroll settings apply.

**Peikarbeider** – Peikarbeider employee

The [NLHrPayroll.Peikarbeider] field indicates if the employee is a Peikarbeider. The value “0” indicates the employee is not a Peikarbeider. The value “1” indicates the employee is a Peikarbeider, and the value will be displayed in the pension declaration file MSVPLO on position 92 in the J-record.

**Plo\_ris\_fonds** – Dispensation risk fund (Dispensatie risicofonds)

The [NLHrPayroll.Plo\_ris\_fonds] field indicates if the employee has dispensation for the “Risicofonds”. The value “1” indicates that the employee has dispensation; the value “0” indicates that the employee does not have dispensation.

**Reference\_Period** – Reference period (Peilperiode)

The [NLHrPayroll.Reference\_Period] field indicates in which period the employee will get an increase of his/her job level.

**Reference\_Year** – Reference year (Peiljaar)

The [NLHrPayroll.Reference\_Year] field indicates in which year the wage scale applies to the employee.

**Res\_ID** – Resource

The [NLHrPayroll.Res\_ID] field stores the resource ID for which payroll settings are created. The [NLHrPayroll.Res\_ID] field refers to the [Humres.Res\_ID] field.

**Sector – Sector (Sector)**

The [NLHrPayroll.Sector] field stores the sector of the employee. The sector number is a unique number. This field determines (together with the [NLHrPayroll.SubSector] field) which premium component(s) must be linked to the resource. Each premium component will be depended on the sector and the sub sector of the company. Default this will be the one in the setting, but this can be different per resource. For each sector, a number of sub sectors (CAO's) are available. The [NLHrPayroll.Sector] field can store one of the following values:

Value	Description
00	00 Niet van toepassing
01	01 Agrarisch bedrijf
02	02 Tabaksverwerkende industrie
03	03 Bouwbedrijf
04	04 Baggerbedrijf
05	05 Houten emballage-, houtwaren- en borstelindustrie
06	06 Timmerindustrie
07	07 Meubel- en orgelbouwindustrie
08	08 Groothandel in hout, zagerijen, schaverijen en houtbereidingsindustrie
09	09 Grafische industrie
10	10 Metaalindustrie
11	11 Elektrotechnische industrie
12	12 Metaal- en technische bedrijfstakken
13	13 Bakkerijen
14	14 Suikerverwerkende industrie
15	15 Slagersbedrijven
16	16 Slagers overig
17	17 Detailhandel
18	18 Reiniging
19	19 Grootwinkelbedrijf
20	20 Havenbedrijven
21	21 Havenclassificeerders
22	22 Binnenscheepvaart
23	23 Visserij
24	24 Koopvaardij
28	28 Taxi- en ambulancevervoer
29	29 Openbaar vervoer
30	30 Besloten busvervoer
31	31 Overige personenvervoer te land en in de lucht
32	32 Overige goederen vervoer te land en in de lucht
33	33 Horeca algemeen
34	34 Horeca catering
35	35 Gezondheid, geestelijke en maatschappelijke belangen
38	38 Banken
39	39 Verzekeringswezen en ziekenfondsen
40	40 Uitgeverij
41	41 Groothandel I
42	42 Groothandel II
43	43 Zakelijke dienstverlening I
44	44 Zakelijke dienstverlening II
45	45 Zakelijke dienstverlening III
46	46 Zuivelindustrie
47	47 Textielindustrie
48	48 Steen-, cement-, glas-, en keramische industrie
49	49 Chemische industrie

Value	Description
50	50 Voedingsindustrie
51	51 Algemene industrie
52	52 Uitzendbedrijven
53	53 Bewakingsondernemingen
54	54 Culturele instellingen
55	55 Overige takken van bedrijf en beroep
56	56 Schildersbedrijf
57	57 Stukadoorsbedrijf
58	58 Dakdekkersbedrijf
59	59 Mortelbedrijf
60	60 Steenhouwersbedrijf
61	61 Overheid, Onderwijs en wetenschappen
62	62 Overheid, Rijk, politie en rechterlijke macht
63	63 Overheid, Defensie
64	64 Overheid, Provincies, gemeenten en waterschappen
65	65 Overheid, Openbare nutsbedrijven
66	66 Overheid, Overige instellingen
67	67 Overheid, Werk en reïntegratie
68	68 Railbouw
69	69 Telecommunicatie

**Note:**

To differentiate between government sector and private sector, the value '9' is used in the [NLHrPayroll.Sector] field. This split sector is only applicable to [NLHrPayroll.Sector] field with value "61" to "66". The table below illustrates the difference between the sector value for government sector and private sector:



Value	Description	Remarks
61	61 Overheid, Onderwijs en wetenschappen	For private sector
91	61 Overheid, Onderwijs en wetenschappen (volgens bedrijfsleven)	For government sector
62	62 Overheid, Rijk, politie en rechterlijke macht	For private sector
92	62 Overheid, Rijk, politie en rechterlijke macht (volgens bedrijfsleven)	For government sector
63	63 Overheid, Defensie	For private sector
93	63 Overheid, Defensie (volgens bedrijfsleven)	For government sector
64	64 Overheid, Provincies, gemeenten en waterschappen	For private sector
94	64 Overheid, Provincies, gemeenten en waterschappen (volgens bedrijfsleven)	For government sector
65	65 Overheid, Openbare nutsbedrijven	For private sector
95	65 Overheid, Openbare nutsbedrijven (volgens bedrijfsleven)	For government sector
66	66 Overheid, Overige instellingen	For private sector
96	66 Overheid, Overige instellingen (volgens bedrijfsleven)	For government sector

**Slip\_Name\_Method** – Payroll slip method (Samenstelling naam)

The [NLHrPayroll.Slip\_Name\_Method] field indicates how the name of the employee should be printed on the payroll slip. The [NLHrPayroll.Slip\_Name\_Method] field can store one of the following values:

Value	Description
0	Achternaam + meisjesnaam
1	Achternaam
2	Meisjesnaam
3	Meisjesnaam + achternaam

**SlipText1** – First text line on salary slip (Sliptekst regel 1)

The [NLHrPayroll.SlipText1] field stores the first text line that can be printed on the payroll slip for the employee. Whether the text is printed is dependent on the layout settings of the payroll slip.

**SlipText2** – Second text line on salary slip (Sliptekst regel 2)

The [NLHrPayroll.SlipText2] field stores the second text line that can be printed on the payroll slip for the employee. Whether the text is printed is dependent on the layout settings of the payroll slip.

**SlipText3** – Third text line on salary slip (Sliptekst regel 3)

The [NLHrPayroll.SlipText3] field stores the third text line that can be printed on the payroll slip for the employee. Whether the text is printed is dependent on the layout settings of the payroll slip.

**Soc\_BTER\_Days** – (BTER dagen / Tijdsparfondsdagen)

The [NLHrPayroll.Soc\_BTER\_Days] field stores the following values:

- Before 2006 (the field caption is BTER dagen)
- The [NLHrPayroll.Soc\_BTER\_Days] field stores the number of BTER (Bedrijfstak eigen regeling) days. This field is used to enter a number of sick days that exceeds the 130 sick days. These days are used to calculate the “Vakantiebon”. The value of the “Vakantiebon” is reduced if the employee is more than 130 days sick. The [NLHrPayroll.Soc\_BTER\_Days] field is applicable for the UWV SFB.
- As from 2006 (the field caption is Tijdsparfondsdagen)
- The [NLHrPayroll.Soc\_BTER\_Days] field stores the number of days used to calculate the ‘Overige bronnen’ of the ‘Tijdsparfondsdagen’ component (subtype 2203 and 1122).

**Soc\_Leerling** – School attendance days (Aantal dagen leerplichting)

The [NLHrPayroll.Soc\_Leerling] field stores the number of days the employee is still obliged to go to school. This influences the calculation of the “Vakantiebon”, because other percentages are used in the calculation. This field is only applicable for UWV SFB. The [NLHrPayroll.Soc\_Leerling] field can store one of the following values:

Value	Description
0	0 Dagen
1	1 Dag
2	2 Dagen

**Soc\_Type\_Line** – Line type (Soort regel)

The [NLHrPayroll.Soc\_Type\_Line] field indicates the type of line that must be used in the declaration to the UWV SFB. The [NLHrPayroll.Soc\_Type\_Line] field can store one of the following values:

Value	Description	Remarks
A	Nabetaling	Available before 2006
M	Maximering BTER	
N	Normaal	
R	Roostervrije dagen	
V	Vervangt ambtshalve	
Z	Ziekte wet vakantiefondsverlaging	Available as from 2006
A	Normaal	
I	Reintegratie	
L	Levensloopuitkering	
T	Gecorrigeerd BTER uurloon bij ziekte na 52e week	

**Soc\_UTA** – CAO UTA applicable (UTA personeel)

The [NLHrPayroll.Soc\_UTA] field indicates if the CAO UTA (Uitvoerend, Technisch of Administratief) is applicable for the employee. The [NLHrPayroll.Soc\_UTA] field influences the calculation of the pension premium that is used in the building construction. The value “1” indicates that the CAO UTA is applicable; the value “0” indicates that the CAO UTA is not applicable.

**Soc\_WAO\_Type** – Disabled employment insurance act (WAO)

The [NLHrPayroll.Soc\_WAO\_Type] field indicates if the WAO premium should be calculated. The [NLHrPayroll.Soc\_WAO\_Type] field can store one of the following values:

Value	Description
J	Yes
N	No

**Note:**

The [NLHrPayroll.Soc\_WAO\_Type] field is used before 2006.

**Soc\_WW\_Type** – Unemployment insurance act (WW)

The [NLHrPayroll.Soc\_WW\_Type] field indicates if the WW premium should be calculated. The [NLHrPayroll.Soc\_WW\_Type] field can store one of the following values:

Value	Description
G	Geen franchise
J	Yes
N	No

**Soc\_ZFW\_Type** – Insured for health care

The [NLHrPayroll.Soc\_ZFW\_Type] field is used differently before and as from 2006.

- Before 2006

The [NLHrPayroll.Soc\_ZFW\_Type] field indicates if the ZFW premium should be calculated. The [NLHrPayroll.Soc\_ZFW\_Type] field can store one of the following values:

Value	Description
J	Ja
N	Nee

- As from 2006

The [NLHrPayroll.Soc\_ZFW\_Type] field indicates if the ZVW premium should be calculated. The [NLHrPayroll.Soc\_ZFW\_Type] field can store one of the following values:

Value	Description
J	Ja, normal tarief
N	Nee
V	Ja, verlaagd tarief
X	Ja, normal tarief (inzing CVZ)
Y	Ja, verlaagd tarief (inzing CVZ)

**Soc\_ZW\_Type** – Insured for health care (ZW)

The [NLHrPayroll.Soc\_ZW\_Type] field indicates if the ZW premium should be calculated. The [NLHrPayroll.Soc\_ZW\_Type] field can store one of the following values:

Value	Description
J	Yes
N	No

**StartDate** – Start date

The [NLHrPayroll.StartDate] field stores the start date of the payroll settings. This field is filled with the first date of the period to which the payroll settings apply.

**SubSector** – Sub sector (CAO)

The [NLHrPayroll.SubSector] field stores the sub sector (the CAO) of the employee. This field determines (together with the [NLHrPayroll.Sector] field) which premium component(s) must be linked to the resource. Each premium component will be depended on the sector and the sub sector of the company. Default this will be the one in the setting, but this can be different per resource. The value of the [NLHrPayroll.SubSector] field is an internal code and is used for the CAO's that are delivered by Exact Software. The [NLHrPayroll.SubSector] field can store one of the following values:

Sector	Sub sector	Description
00	0000	Geen CAO
01	0101	Bedrijfsverzorgingsdiensten (BGZ)
01	0102	Bloembollengroothandel
01	0103	Open Teelten Boomkwekerij
01	0104	Bosbouw
01	0105	Groenvoederdrogerijen
01	0106	Hoveniersbedrijf
01	0107	Dierhouderij
01	0108	Landbouwwerktuigen exploiterende ondernemingen (LEO)
01	0109	Paddestoelen
01	0110	Rundveeverbetering
01	0111	GlasTuinbouw
01	0112	Open Teelten Landbouw
01	0113	Open Teelten Tuinbouw
01	0114	Open Teelten Bloembollen
01	0199	Een andere, niet vermelde, CAO
02	0000	Geen CAO
03	0301	Bouwbedrijf
03	0302	Bouwbedrijf UTA personeel
03	0303	Bouwbedrijf Regeling Vroegpensioen UTA personeel
03	0304	Bouwbedrijf vakkrachten uitzendwezen
03	0305	Bouwbedrijf UTA vakkrachten uitzendwezen
03	0306	Bouwbedrijf vrijwillige deelname UTA
03	0399	Geen CAO
04	0000	Geen CAO
05	0000	Geen CAO
06	0601	Timmerfabrieken
06	0602	Timmerfabrieken UTA personeel
06	0699	Geen CAO
07	0701	Meubelindustrie en meubileringsbedrijven
07	0799	Geen CAO
08	0801	Houthandel
08	0899	Geen CAO
09	0901	Grafimedia
09	0999	Geen CAO
10	1001	Metalektro
10	1099	Geen CAO
11	1101	Metalektro
11	1199	Geen CAO
12	1201	Carrosseriebedrijf
12	1202	Elektrotechnisch bedrijf

Sector	Sub sector	Description
12	1203	Goud- en Zilvernijverheid
12	1204	Isolatiebedrijf
12	1205	Koeltechnisch installatiebedrijf
12	1206	Loodgieters-, Fitters- en Centrale Verwarmingsbedrijf
12	1207	Metaalbewerkingsbedrijf
12	1208	Motorvoertuigen en Tweewielersbedrijf
12	1209	Rolluiken-, Markiezen- en Zonweringsbedrijven
12	1299	Geen CAO
13	1301	Bakkersbedrijf (incl. Banketbakkersbedrijf)
13	1399	Geen CAO
14	1402	Suikerwerk- en Chocoladeverwerkende industrie
14	1499	Geen CAO
15	1501	Slagersbedrijf
15	1599	Geen CAO
16	0000	Geen CAO
17	1701	Bloemendetailhandel
17	1702	Boek- en kantoorvakhandel
17	1703	Detailhandel (verord. arbeidsvoorw. detailhandel)
17	1704	Detailhandel in aardappelen, groente en fruit
17	1705	Doe-het-zelfbranche
17	1706	Drogisterijbranche
17	1707	Elektrotechnische detailhandel
17	1708	Gemengde branche en speelgoedbranche
17	1709	Kappersbedrijf
17	1710	Levensmiddelenbedrijf
17	1711	Melk- en zuiveldetailhandel
17	1712	Mode en Sport
17	1713	Optiekbedrijven
17	1714	Reisbranche
17	1715	Samenwerkende branches
17	1716	Schoendetailhandel
17	1717	Schoenherstellersbedrijf
17	1718	Orthopedische schoenmakerijen
17	1719	Slijterijen
17	1720	Tandtechniek
17	1721	Tuincentra
17	1723	Videodetailhandel
17	1724	Wonen
17	1725	Zeilmakerijen
17	1799	Geen CAO
18	1801	Schoonmaak- en Glazenwassersbedrijf
18	1899	Geen CAO
19	0000	Geen CAO
20	0000	Geen CAO
21	0000	Geen CAO
22	0000	Geen CAO
23	0000	Geen CAO
24	0000	Geen CAO
28	2801	Taxivervoer
28	2802	Ambulance
28	2899	Geen CAO
29	2901	Openbaar vervoer
29	2999	Geen CAO

Sector	Sub sector	Description
30	3001	Besloten busvervoer
30	3099	Geen CAO
31	0000	Geen CAO
32	3201	Beroepsgoederenvervoer over de weg, mobiele kranen
32	3202	Goederenvervoer Nederland (KNV)
32	3299	Geen CAO
33	3301	Horeca en aanverwante bedrijf
33	3302	Verblijfsrecreatie
33	3399	Geen CAO
34	3401	Contractcateringbranche
34	3499	Geen CAO
35	3501	Apotheken
35	3502	Geestelijke gezondheidszorg
35	3503	Gehandicaptenzorg
35	3504	Huisartsenzorg
35	3505	Jeugdhulpverlening
35	3506	Kinderopvang
35	3507	Kunstzinnige vorming
35	3509	Tandartsassistenten
35	3510	Thuiszorg
35	3511	Verpleeg- en verzorgingshuizen
35	3512	Welzijn
35	3513	Sport
35	3515	Contractspelers betaald voetbal (CFK)
35	3599	Geen CAO
38	0000	Geen CAO
39	0000	Geen CAO
40	0000	Geen CAO
41	4103	Technische groothandel
41	4199	Geen CAO
42	4206	Glashandel, Glasbewerkings- en Glazeniersbedrijf
42	4299	Geen CAO
43	0000	Geen CAO
44	4401	Architectenbureaus
44	4499	Geen CAO
45	0000	Geen CAO
46	0000	Geen CAO
47	0000	Geen CAO
48	0000	Geen CAO
49	0000	Geen CAO
50	5003	Groente- en fruitverwerkende industrie
50	5099	Geen CAO
51	0000	Geen CAO
52	5201	Uitzendkrachten (ABU)
52	5299	Geen CAO
53	5301	Particuliere beveiligingsorganisaties
53	5399	Geen CAO
54	0000	Geen CAO
55	0000	Geen CAO
56	5601	Schilders-, afwerkings- en glaszetbedrijf
56	5602	Schilders-, afwerkings- en glaszetbedrijf UTA personeel
56	5699	Geen CAO
57	5701	Stukadoors, afbouw en terrazzobedrijf/vloerenbedrijf

Sector	Sub sector	Description
57	5702	Stukadoors, afbouw en terrazzobedrijf/vloerenbedrijf UTA personeel
57	5799	Geen CAO
58	5801	Bitumineuze en kunstof dakbedekkingsbedrijven
58	5802	Bitumineuze en kunstof dakbedekkingsbedrijven UTA personeel
58	5899	Geen CAO
59	5901	Mortelbedrijf
59	5902	Mortelbedrijf UTA personeel
59	5999	Geen CAO
60	6001	Natuursteenbedrijf
60	6002	Natuursteenbedrijf UTA personeel
60	6099	Geen CAO
61	0000	Geen CAO
62	0000	Geen CAO
63	0000	Geen CAO
64	6401	Provincies
64	6402	Gemeenten
64	6499	Geen CAO
65	0000	Geen CAO
66	0000	Geen CAO
67	0000	Geen CAO
68	0000	Geen CAO
69	0000	Geen CAO
91	0000	Geen CAO
92	0000	Geen CAO
93	0000	Geen CAO
94	9401	Provincies
94	9402	Gemeenten
94	9499	Geen CAO
95	0000	Geen CAO
96	0000	Geen CAO

**Syscreated** – Syscreated

The [NLHrPayroll.Syscreated] field stores the date and time when resource specific payroll settings created. The system populates this field for all resource specific payroll settings.

**Syscreator** – Syscreator

The [NLHrPayroll.Syscreator] field stores the creator of the resource specific payroll settings. The system populates this field for all resource specific payroll settings. The [NLHrPayroll.Syscreator] field refers to the [Humres.Res\_ID] field.

**SysGuid** – SysGuid

The [NLHrPayroll.SysGuid] field stores a unique identifier and is used for technical reasons only. It has no functional meaning. The system populates this field for all resource specific payroll settings.

**Sysmodified** – Sysmodified

The [NLHrPayroll.Sysmodified] field stores the date and time when resource specific payroll settings was last modified. Initially, this field contains the creation date. When a user modifies the resource specific payroll settings, the date and time stored in the [NLHrPayroll.Sysmodified] field are changed to the date and time of modification. The system populates this field for all resource specific payroll settings.

**Sysmodifier** – Sysmodifier

The [NLHrPayroll.Sysmodifier] field stores the ID of the person who modified resource specific payroll settings. Initially, this field contains the creator ID. When a user modifies the resource specific payroll settings, the modifier ID stored in the [NLHrPayroll.Sysmodifier] field is changed to the ID of the user who modified the resource specific payroll settings. The system populates this field for all resource specific payroll settings. The [NLHrPayroll.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Tax\_Beschikking\_Amount** – Amount where no tax is calculated over for artist (Kostenbeschikking artiest)

The [NLHrPayroll.Tax\_Beschikking\_Amount] field stores the “Beschikking” for an artist. This field is only available if the [NLHrPayroll.Tax\_Exception\_Type] field has the values “B”, “C”, “P”, and “V”.

**Tax\_Exception\_Type** – Uitzonderingsregeling

The [NLHrPayroll.Tax\_Exception\_Type] field indicates if exceptional tax and social premiums calculation apply to an employee. The [NLHrPayroll.Tax\_Exception\_Type] field can store one of the following values:

Value	Description
B	Buitenlandse artiest / sporter
C	Buitenlandse artiestengezelschappen en sportploegen
G	Geen uitzondering
H	Binnenlandse artiest/sporter
	Binnenlandse artiest (as from 2007)
L	Studenten/scholieren regeling
P	Binnenlandse artiest/sporter (kostenbeschikking/kleine artiest/sporter)
	Binnenlandse artiest (kostenbeschikking) (as from 2007)
R	Vergoedingsregeling bruto bedragen exclusief vergoeding
S	Vergoedingsregeling bruto bedragen inclusief vergoeding
T	Thuiswerker
V	Buitenlandse sporter (verlaagd tarief)

**Tax\_Extra\_Amount** – Extra tax amount/percentage (Bedrag extra loonheffing)

The [NLHrPayroll.Tax\_Extra\_Amount] field stores the amount of percentage of tax that the employee wants to pay extra to compensate for the income tax. The [NLHrPayroll.Tax\_Extra\_Amount] field is only available if the [NLHrPayroll.Tax\_Extra\_Type] field has the value “B” or “P”.

**Tax\_Extra\_Type** – Extra tax (Extra loonheffing)

The [NLHrPayroll.Tax\_Extra\_Type] field indicates if the employee wants to pay an extra amount or percentage of tax to compensate for the income tax. The [NLHrPayroll.Tax\_Extra\_Type] field is not enabled if the [NLHrPayroll.Tax\_Payment] field has the value “1”. The [NLHrPayroll.Tax\_Extra\_Type] field can store one of the following values:

Value	Description
B	Bedrag
N	Niet van toepassing
P	Percentage



**Tax\_Franchise** – Code franchise (Vakantiebonnen)

The [NLHrPayroll.Tax\_Franchise] field indicates which franchise calculation applies for the resource. Depending on the value of this field, other franchises in the deductions, other tax tables are valid. The [NLHrPayroll.Tax\_Franchise] field can store one of the following values:

Value	Description
0	Geen franchise
1	Minder dan 10 dagen
2	Vanaf 10 t/m 19 dagen
3	Vanaf 20 dagen

**Tax\_Income\_Code** – Code of income (Code soort inkomen)

The [NLHrPayroll.Tax\_Income\_Code] field stores the code of income which is used for tax declarations. The [NLHrPayroll.Tax\_Income\_Code] field can store one of the following values:

Value	Description
11	11 Loon/salaris ambtenaren
12	12 Loon gepremieerde gesubsidieerde en gebudgetteerde instellingen
13	13 Directeuren NV/BV verzekerd
14	14 Loon/salaries overage werknemers niet verzekerd voor WAO
15	15 Overige lonen en salarissen
17	17 Directeuren NV/BV niet verzekerd
18	18 Wachtgeld uitgekeerd door overheidsinstellingen
21	21 Pensioen/lijfrente etc.
22	22 Uitkeringen AOW
23	23 Oorlogs- en verzetspensioenen
24	24 Uitkeringen ANW
31	31 ZW en vrijwillige verzekering ZW
32	32 Uitkeringen WAO en AAW
33	33 Uitkeringen nWW
34	34 Uitkeringen IOAW
35	35 Vervolgutkeringen nWW
36	36 Uitkeringen WAZ
37	37 Uitkeringen Wajong
38	38 Samenloop WAZ/WAO met Wajong gelijktijdig of volgtijdelijk
42	42 Uitkeringen bijstandsbesluit zelfstandigen
43	43 Overige uitkeringen in het kader van de ABW
45	45 Uitkeringen IOAZ
46	46 Uitkering uit hoofde van de Toeslagenwet (as from 2006)
50	50 Uitkeringen overage sociale verzekeringswetten

**Tax\_Lagelonen\_Type** – Lower tax contributions for low salaries (Verminderende lage lonen)

The [NLHrPayroll.Tax\_Lagelonen\_Type] field indicates if a tax reduction must be calculated for the employer due to low salaries. The amount calculated depends on the age, the fiscal wage (without holiday vouchers), the franchise code of the employee and the hours worked per week. The [NLHrPayroll.Tax\_Lagelonen\_Type] field can store one of the following values:

Value	Description
J	Yes
N	No

**Note:**

The [NLHrPayroll.Tax\_Lagelonen\_Type] field is visible before 2006.

**Tax\_Payment** – Pay tax (Loonheffing)

The [NLHrPayroll.Tax\_Payment] field indicates whether or not tax must be paid. The value “1” indicates that tax must be paid; the value “0” indicates that no tax must be paid. If no tax must be paid, all tax related fields are disabled.

**Tax\_Percentage\_Rule** – Percentage compensation regulation (Percentage vergoedingsregeling)

The [NLHrPayroll.Tax\_Percentage\_Rule] field stores the percentage of the 30% calculation. The value of the percentage is between 0 and 30. The [NLHrPayroll.Tax\_Percentage\_Rule] field is only enabled if the exception rule, which is stored in the [NLHrPayroll.Tax\_Exception\_Type] field, has the values “R”, “S”, and “U”.

**Tax\_Rebate\_Elderly** – Extra elderly tax rebates (Aanvullende ouderkorting)

The [NLHrPayroll.Tax\_Rebate\_Elderly] field indicates whether or not the resource has an elderly tax rebate. A resource can only have an elderly tax rebate if he/she is single, is older than 65 and is paid with the green table and has a fiscal wage lower than EUR 27.704,64 a year (2001).

**Tax\_Rebate\_Idate** – Start date tax rebate (Datum ingang)

The [NLHrPayroll.Tax\_Rebate\_Idate] field stores the date the tax rebate becomes valid.

**Tax\_Rebate\_Type** – Tax rebate (Loonheffingskorting)

The [NLHrPayroll.Tax\_Rebate\_Type] field indicates if the employee has a salary rebate or not. The salary rebate can only be used at one employer. Whether an employee has rebates can differ during a payroll year. The wage tax will be higher if the resource has no salary rebate. The [NLHrPayroll.Tax\_Rebate\_Type] field can store one of the following values:

Value	Description
0	Geen loonheffingskorting
1	Wel loonheffingskorting

**Tax\_Rebate\_Young\_Disab** – Tax rebate for young employment disabled employees

(Jonggehandicapten korting)

The [NLHrPayroll.Tax\_Rebate\_Young\_Disab] field indicates if an employee has a young employment disabled tax rebate. The value “0” indicates the employee has the young employment disabled tax rebate; the value “1” indicates that the employee does not have the young employment disabled tax rebate. This rebate is not part of the tax tables.

**Tax\_Reduction\_Type** – Reducible tax calculation (Herleidingsregel)

The [NLHrPayroll.Tax\_Reduction\_Type] field stores the type of tax reduction for the employee. Tax is build up out of four parts: Tax, AOW, ANW and AWBZ. Depending on the reduction type, the salary calculation will be different. The [NLHrPayroll.Tax\_Reduction\_Type] field can store one of the following values:

Value	Description
A	A<65 Uitsluitend premieplichtig (grensarbeider)
B	B<65 Uitsluitend belastingplichtig
C	C<65 Belasting- en premieplichtig AOW/ANW
D	D<65 Belasting- en premieplichtig AWBZ
E	E<65 Niet belasting- en premieplichtig AOW/ANW
F	F<65 Niet belasting- en premieplichtig AWBZ
G	G>=65, Uitsluitend premieplichtig (grensarbeider)
H	H>=65 Uitsluitend belastingplichtig
I	I>=65 Belasting- en premieplichtig ANW
J	J>=65 Belasting- en premieplichtig AWBZ
K	K>=65 Niet belasting- en premieplichtig ANW
L	L>=65 Niet belasting- en premieplichtig AWBZ
N	Niet van toepassing

**Tax\_Special\_Percentage** – Percentage special tax (Loonheffing bijzonder tarief)

The [NLHrPayroll.Tax\_Special\_Percentage] field stores the amount of fiscal special tariff for the year. This percentage is retrieved with the fiscal wage of the year before or manually entered.

**Tax\_Special\_YearlyWage** – Fiscal wage last year (Jaarloon voor bijzonder tarief)

The [NLHrPayroll.Tax\_Special\_YearlyWage] field stores the amount of fiscal wage of last year to retrieve the special tariff for the current year. This amount is retrieved from the fiscal wage of the year before. If the resource has become active during the last year, the fiscal wage of the last year is recalculated with the following formula: (full time number of working days) \* (Fiscal wage) / (Days worked).

**Tax\_Table\_Color** – Table color (Tabelkleur)

The [NLHrPayroll.Tax\_Table\_Color] field stores the color of the tax table. This field is only enabled if the [NLHrPayroll.Tax\_Payment] field has the value "1". The [NLHrPayroll.Tax\_Table\_Color] field can store one of the following values:

Value	Description	Remarks
G	Groene tabel	Payment out of current job(s)
W	Witte tabel	Payment out of earlier job(s)

**Tax\_Use\_Daily** – Use daily table (Dagtabel toepassen)

The [NLHrPayroll.Tax\_Use\_Daily] field stores the checking condition to determine if the daily table is applied for the calculation of the tax (and for the social insurances as from 2006) for full-time resource that ends or starts his employment within the period. The [NLHrPayroll.Tax\_Use\_Daily] field can store one of the following values:

Value	Description	Remarks
A	Automatisch	The check is performed as the current situation, the functionality remains the same. (But what is the current situation?)
<b>Note:</b> It is not available as from 2006.		
B	Bij in/uitdiensttreding	The daily table is always used when: ((contract startdate > startdate period AND contract startdate <= enddate period) OR (contract enddate >= startdate period AND contract enddate < enddate period)) regardless of the employees work schedule / days period.
J	Ja	The outcome of the check is always overruled and therefore the daily table is always used.
N	Nee	The check is not performed, so the daily table is not used.

**Tax\_Vermindering\_Type** – Lower tax contribution (Overige verminderingen (before 2007) / Afdrachtvermindering (as from 2007))

The [NLHrPayroll.Tax\_Vermindering\_Type] field indicates if and which tax reductions for the employer are applicable. The amount calculated depends on age, fiscal wage (without holiday vouchers), franchise code of the employee and the hours worked per week. The tax reduction can be calculated only with permission of the tax board.

The [NLHrPayroll.Tax\_Vermindering\_Type] field can store one of the following values:

Value	Description	Remarks
B	Onderwijs en Langdurig werklozen	Not available as from 2007
C	Onderwijs (Start kwalificatie) en Langdurig werklozen	Not available as from 2007
L	Langdurig werklozen	Not available as from 2007
N	Geen vermindering	
O	Onderwijs	
P	Onderwijs en Onderwijs (Start kwalificatie)	
S	Onderwijs (Start kwalificatie)	
T	Onderwijs (Stage MBO)	

**Tax\_Vermindering\_Uren** – Hours per week lower tax contribution (Uren per week vermindering)

The [NLHrPayroll.Tax\_Vermindering\_Uren] field stores the hours per week that should be used to calculate the lower tax contribution. The value of the [NLHrPayroll.Tax\_Vermindering\_Uren] field overrules the hours worked during the calculation. The [NLHrPayroll.Tax\_Vermindering\_Uren] field is available if the [NLHrPayroll.Tax\_Vermindering\_Type] field has a value other than “N” or if the [NLHrPayroll.Tax\_Lagelonen\_Type] field has the value “J”.

**Tax\_vermindering\_vastbedrag** – Vermindering onderwijs vast bedrag

The [NLHrPayroll.Tax\_vermindering\_vastbedrag] field stores the amount of the tax reduction for a particular contribution as per stored in the [NLHrPayroll.Tax\_vermindering\_type] field.

**Tax\_Voordeelregel** – Advantage tax calculation (Voordeelregel)

The [NLHrPayroll.Tax\_Voordeelregel] field indicates if for the calculation of special taxes, only a special tariff is calculated or the lowest tax is calculated according to regular tax tables or special tariff. The value “1” indicates that the “Voordeelregel” should be applied; the value “0” indicates that the “Voordeelregel” should not be applied.

**Timestamp** – Timestamp

The [NLHrPayroll.Timestamp] field is a technical field, which the SQL server triggers. The timestamp sorts the data in created or changed order. The system assigns a new timestamp for each new resource specific payroll setting and updates the timestamp of the changed resource specific payroll settings.

**Tsf\_dagen\_opg** – (Tijdsparafonds dagen opgenomen)

The [NLHrPayroll.Tsf\_dagen\_opg] field stores the number of days that are taken by an employee.

These days are used to calculate the BTER wage in the declaration (OLP).

In the [NLHrPayroll.Tsf\_dagen\_opg] field the number of days are stored that are taken by an employee.

These days are used to calculate the BTER wage in the declaration (OLP).

**Type** – Type

The [NLHrPayroll.Type] field stores the type of the resource specific payroll settings, which is the value “N”.

**Ydec\_b\_Amount** – Amount B (CAO uren)

The [NLHrPayroll.Ydec\_b\_Amount] field stores the number of hours worked per day base on sector.

**Ydec\_BPF\_Code** – BPF insured (Code BPF horeca en bakkers)

The [NLHrPayroll.Ydec\_BPF\_Code] field indicates if the employee is insured for the pension fund BPF.

The [NLHrPayroll.Ydec\_BPF\_Code] field is used in the year declaration to the UWV GAK for the catering business and for bakeries.

**Ydec\_comp\_Car** – Company car (Auto van de zaak)

The [NLHrPayroll.Ydec\_comp\_Car] field indicates if the employee is using a car offered by the employer. The [NLHrPayroll.Ydec\_comp\_Car] field is necessary for the year declaration to the tax department, but can also be printed on the year declaration to the employee. The [NLHrPayroll.Ydec\_comp\_Car] can store one of the following values:

Value	Description
0	No company car
1	Company car

**Ydec\_Government** – Government personnel (Overheidspersoneel)

The [NLHrPayroll.Ydec\_Government] field indicates if the employee is working for the government. The [NLHrPayroll.Ydec\_Government] field is used for the year declaration to the tax department. It is also used to indicate in the personnel declaration to UWV CADANS that an employee is insured for ABP pension fund. This only applies for the disability pension.

**Ydec\_Payment\_amt** – Amount benefit payment (Bedrag uitkering)

The [NLHrPayroll.Ydec\_Payment\_amt] field stores the amount of the benefit payment for one year paid by the employer to the employee. The benefit payment is something the employer is paying in name of the UWV. The [NLHrPayroll.Ydec\_Payment\_amt] field is applicable for the year declarations to UWV GAK, UWV SFB, UWV SFS, and UWV CADANS. The UWV GUO is asking the [NLHrPayroll.Ydec\_Payment\_amt] field in the periodical declaration.

**Ydec\_Payment\_Days** – Days benefit payment (Dagen aanvulling)

The [NLHrPayroll.Ydec\_Payment\_Days] field stores the number of days that the benefit payment (the [NLHrPayroll.Ydec\_Payment\_amt] field) is paid by the employer to the employee in one year.

**Ydec\_Payment\_WAO** – Amount A (Pensionengevend loon)

The [NLHrPayroll.Ydec\_Payment\_WAO] field contains the amount that is often called “Amount A” in the year declaration. For UWV GAK for bakeries, the [NLHrPayroll.Ydec\_Payment\_WAO] field is used for the amount “WAO uitkering”.

**Ydec\_Special\_Amount1** – Amount special situation 1 (Bedrag speciale aanduiding 1)

The [NLHrPayroll.Ydec\_Special\_Amount1] field stores the first amount belonging to the special codes that can be entered which are not automatically generated by the software. Which codes are valid in a year can be found in the documentation of the tax department. The [NLHrPayroll.Ydec\_Special\_Amount1] field is necessary for the year declaration to the tax department. The [NLHrPayroll.Ydec\_Special\_Amount1] field is only available if the [NLHrPayroll.Ydec\_Special\_Code1] field has a value other than “0”.

**Ydec\_Special\_Amount2** – Amount special situation 2 (Bedrag speciale aanduiding 2)

The [NLHrPayroll.Ydec\_Special\_Amount2] field stores the second amount belonging to the special codes that can be entered which are not automatically generated by the software. Which codes are valid in a year can be found in the documentation of the tax department. The [NLHrPayroll.Ydec\_Special\_Amount2] field is necessary for the year declaration to the tax department. The [NLHrPayroll.Ydec\_Special\_Amount2] field is only available if the [NLHrPayroll.Ydec\_Special\_Code2] field has a value other than “0”.

**Ydec\_Special\_Amount3** – Amount special situation 3 (Bedrag speciale aanduiding 3)

The [NLHrPayroll.Ydec\_Special\_Amount3] field stores the third amount belonging to the special codes that can be entered which are not automatically generated by the software. Which codes are valid in a year can be found in the documentation of the tax department. The [NLHrPayroll.Ydec\_Special\_Amount3] field is necessary for the year declaration to the tax department. The [NLHrPayroll.Ydec\_Special\_Amount3] field is only available if the [NLHrPayroll.Ydec\_Special\_Code3] field has a value other than “0”.

**Ydec\_Special\_Code1** – Code special situation 1 (Code speciale aanduiding 1)

The [NLHrPayroll.Ydec\_Special\_Code1] field stores a code for a first special situation. This code is not automatically generated by the software, but necessary for the year declaration to the tax department. Which codes are valid in a year can be found in the documentation of the tax department.

**Ydec\_Special\_Code2** – Code special situation 2 (Code speciale aanduiding 2)

The [NLHrPayroll.Ydec\_Special\_Code1] field stores a code for a second special situation. This code is not automatically generated by the software, but necessary for the year declaration to the tax department. Which codes are valid in a year can be found in the documentation of the tax department.

**Ydec\_Special\_Code3** – Code special situation 3 (Code speciale aanduiding 3)

The [NLHrPayroll.Ydec\_Special\_Code3] field stores a code for a third special situation. This code is not automatically generated by the software, but necessary for the year declaration to the tax department. Which codes are valid in a year can be found in the documentation of the tax department.

**Ydec\_Special\_SV\_Code** – Code SVA (Code speciale aanduiding SV)

The [NLHrPayroll.Ydec\_Special\_SV\_Code] field stores a special code that can have different values, depending on the Industrial Insurance Board. This field is used for the year declaration to the Industrial Insurance Board.

**Ydec\_vrijst\_Code** – Code exeption (Code premie vrijstelling)

The [NLHrPayroll.Ydec\_vrijst\_Code] field stores the code for employees who do not have to pay premiums. This field is applicable for the year declaration to UWV CADANS. The [NLHrPayroll.Ydec\_vrijst\_Code] can store one of the following values:

Value	Description
0	Niet van toepassing
2	2 Gemoedsbezwaard
4	4 Marginale arbeid
5	5 Arbeidsgehandicapt
7	Combinatie van 2 en 5
9	Combinatie van 4 en 5

**Ydec\_VUT\_Code** – Code early retirement for catering (Code VUT horeca)

The [NLHrPayroll.Ydec\_VUT\_Code] field stores the code for early retirement for the CAO for catering companies (UWV GAK).

**Ydec\_Year\_Hours** – Hours per year (Gewerkte uren dit jaar)

The [NLHrPayroll.Ydec\_Year\_Hours] field stores the hours per year for the year declaration to UWV GAK for bakeries.

## 49.4 COUNTRY SPECIFIC FIELD DETAILS – CHINA (CN)

The resource specific payroll settings for China are stored in the country specific fields for own legislation. In order to have a better understanding of the fields that are used, a view is created (the [CNHrPayroll] view) with field names that indicate better what the field represents.

Field name (CNHPAYROLL)	Field name (HRPAYROLL)
District	Country8Char1
Fixed_Value	CountryFloat1
Base_Value_Method	CountryTest1

### **District** – District

The [CNHrPayroll.District] field stores the resource's contribution district. The [CNHrPayroll.District] field can store one of the following values:

Value	Description
1	Huangpu
2	Luwan
3	Xuhui
4	Changning
5	Jingan
6	Putuo
7	Zhabei
8	Hongkou
9	Yangpu
10	Minhang
11	BaoShan
12	Jiading
13	Pudong
14	Nanhui
15	Fengxian
16	Songjiang
17	Jinshan
18	Qingpu
19	Chongming

### **Fixed\_value** – Fixed value

The [CNHrPayroll.Fixed\_value] field stores the fixed amount to define the fixed value. The value stored in the [CNHrPayroll.Fixed\_value] field will be used for the calculation of the resource's Social Insurance and Housing Fund.

#### **Note:**

The [CNHrPayroll.Fixed\_value] field is only filled when the [CNHrPayroll.Base\_value\_method] field is defined as fixed value.



**Base\_value\_method – Base value method**

The [CNHrPayroll.Base\_value\_method] field stores the base value method for the resource's contribution for social insurance and housing fund. The value stored in the [CNHrPayroll.Base\_value\_method] field will be used for the calculation of the resource's Social Insurance and Housing Fund. The [CNHrPayroll.Base\_value\_method] field is filled for components with subtype “2000”, “2100”, “2200”, “2250”, “2300”, “2400” and “2500” at the [HrComponents.Comp\_sub\_type] field. The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2250	Supplementary insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing Fund

The [CNHrPayroll.Base\_value\_method] field can store one of the following values:

Value	Description	Remarks
A	Actual value	Summation of components with subtype “1000” and “1300” for calculation.
F	Fixed value	Fixed value used for calculation.

**Note:**

If the [CNHrPayroll.Base\_value\_method] field stores the actual value, the [CNHrPayroll.Fixed\_value] field is not filled.

## 49.5 COUNTRY SPECIFIC FIELD DETAILS – MALAYSIA (MY)

The resource specific payroll settings for Malaysia, are stored in the country specific fields for own legislation. To have a better understanding of the fields that are used, a view is created (the [MYHrPayroll] view) with field names that indicate better what the field represents.

Field name (MYHrPayroll)	Field name (HrPayroll)
Amount	CountryFloat2
Car_Acquisition	CountryDate1
Car_Model	Country30VarChar1
Car_Year	CountrySmallInt2
Children	CountrySmallInt1
Perc_Amt	CountryTest3
Percentage	CountryFloat1
Previous_Employer	Country30Varchar2
SlipText1	Country70VarChar1
SlipText2	Country70VarChar2
SlipText3	Country70VarChar3
SOCSSO_Scheme	CountryTest2
Stop_Tax_From	CountryDate2
Stop_Tax_To	CountryDate3
Tax_Branch	Country8Char1
Tax_Branch_Spouse	Country8Char2
Tax_Catg	CountryTest1

**Note:**

Only the records where the [HrPayroll.Type] field has the value "N" and the [HrPayroll.Country] field has the value "MY" are used in the [MYHrPayroll] view.

**Amount** – Amount

The [MYHrPayroll.Amount] field stores the amount of salary of the first payroll calculation for semi-monthly paid employees.

**Note:**

The [MYHrPayroll.Amount] field is only enabled when the [MYHrPayroll.Perc\_amt] field is defined as amount. The [MYHrPayroll.Amount] field is only applicable to semi-monthly paid employees.

**Car\_Acquisition** – Car acquisition date

The [MYHrPayroll.Car\_Acquisition] field stores the date when the resource's car was acquired for declaration on the EA form (code 103).

**Car\_Model** – Car model

The [MYHrPayroll.Car\_Model] field stores the resource's car model for declaration on the EA form (code 103).

**Car\_Year** – Car year

The [MYHrPayroll.Car\_Year] field stores the year the resource's car was manufactured for declaration on the EA form if the resource owned a car.

**Children** – Children

The [MYHrPayroll.Children] field stores the total number of children who belong to the resource and are below the age of eighteen (18) for declaration on the EA form.

**Perc\_Amt** – Semi-monthly percentage / amount

The [MYHrPayroll.Perc\_Amt] field stores a value that indicates whether to use amount or percentage for the resource payment period, when the payment period is defined as semi-monthly. The [MYHrPayroll.Perc\_Amt] field can store one of the following values:

Value	Description
P	Percentage
A	Amount

**Note:**

The [MYHrPayroll.Perc\_Amt] field is disabled when the resource payment period is defined as weekly, monthly and bi-weekly in the [HrPayroll.Payment\_Period] field.

**Percentage** – Percentage

The [MYHrPayroll.Percentage] field stores the percentage of the first half salary in the first payroll calculation for semi-monthly paid employees.

**Note:**

The [MYHrPayroll.Percentage] field is only enabled if the [MYHrPayroll.Perc\_amt] field is defined as percentage. The [MYHrPayroll.Percentage] field is only applicable to semi-monthly paid employees.

**Previous\_Employer** – Previous employer

The [MYHrPayroll.Previous\_Employer] field stores any information of the resource's previous employer such as employer's name. The information stored in the [MYHrPayroll.Previous\_Employer] field is used in the EA form.

**Note:**

The [MYHrPayroll.Previous\_Employer] field is enabled only if the resource did not work for the whole year.

**Sliptext1** – Pay slip text 1

The [MYHrPayroll.Sliptext1] is the first field that stores any payroll slip information. The [MYHrPayroll.Sliptext1] field is not used yet. It is added for future functionality.

**Sliptext2** – Pay slip text 2

The [MYHrPayroll.Sliptext2] is the second field that stores any payroll slip information. The [MYHrPayroll.Sliptext2] field is not used yet. It is added for future functionality.

**Sliptext3** – Pay slip text 3

The [MYHrPayroll.Sliptext3] is the third field that stores any payroll slip information. The [MYHrPayroll.Sliptext3] field is not used yet. It is added for future functionality.

**SOCSCO\_Scheme** – SOCSCO scheme

The [MYHrPayroll.SOCSCO\_Scheme] field stores the SOCSCO (Social Security Organization) scheme of a resource's SOCSCO contribution. The [MYHrPayroll.SOCSCO\_Scheme] field can store one of the following values:

Value	Description
E	Employment injury and invalidity
I	Employment injury only

**Stop\_Tax\_From** – Start date of tax exemption

The [MYHrPayroll.Stop\_Tax\_From] field stores the start date of the tax exemption of a resource tax contribution.

**Stop\_Tax\_To** – End date of tax exemption

The [MYHrPayroll.Stop\_Tax\_To] field stores the end date of the tax exemption of a resource tax contribution.

**Tax\_Branch** – Tax branch

The [MYHrPayroll.Tax\_Branch] field stores the employee's income tax branch for declaration. The [MYHrPayroll.Tax\_Branch] field can store one of the following values:

Value	Description
AS	Alor Setar
BI	Bintulu
BM	Bukit Mertajam
CH	Cheras
DU	Jalan Duta
IP	Ipoh
JB	Johor Bharu
KP	Kg. Attap
KB	Kota Bharu
KC	Kuching
KA	Kluang
KK	Kota Kinabalu
KG	Klang
KN	Kuantan
KR	Kangan
KT	Kuala Terengganu
KE	Keningau
LA	Labuan
ME	Melaka
MR	Miri
MU	Muar
PJ	Petaling Jaya
PP	Pulau Pinang
RB	Raub
SI	Sibu
SD	Sandakan
SA	Shah Alam
SP	Sungai Petani
SR	Seremban
SY	Syarikat
TP	Taiping
TM	Temerloh
TW	Tawau
TI	Teluk Intan
TB	Tidak Bermastautin
WM	Wangsa Maju

**Tax\_Branch\_Spouse** – Tax branch spouse

The [MYHrPayroll.Tax\_Branch\_Spouse] field stores the resource's spouse's income tax branch for declaration. The [MYHrPayroll.Tax\_Branch\_Spouse] field can store one of the following values:

Value	Description
AS	Alor Setar
BI	Bintulu
BM	Bukit Mertajam
CH	Cheras
DU	Jalan Duta
IP	Ipoh
JB	Johor Bharu
KP	Kg. Attap
KB	Kota Bharu
KC	Kuching
KA	Kluang
KK	Kota Kinabalu
KG	Klang
KN	Kuantan
KR	Kangan
KT	Kuala Terengganu
KE	Keningau
LA	Labuan
ME	Melaka
MR	Miri
MU	Muar
PJ	Petaling Jaya
PP	Pulau Pinang
RB	Raub
SI	Sibu
SD	Sandakan
SA	Shah Alam
SP	Sungai Petani
SR	Seremban
SY	Syarikat
TP	Taiping
TM	Temerloh
TW	Tawau
TI	Teluk Intan
TB	Tidak Bermastautin
WM	Wangsa Maju

**Tax\_Catg** – Tax category

The [MYHrPayroll.Tax\_Catg] field stores the tax category of a resource's tax contribution. The values stored in the [MYHrPayroll.Tax\_Catg] field will effect the tax calculation. The [MYHrPayroll.Tax\_Catg] field can store one of the following values:

Value	Description
1	Single
2	Married and spouse not working
3	Married and both are working

## 49.6 COUNTRY SPECIFIC FIELD DETAILS – MIDDLE EAST (AE)

The resource specific payroll settings for Middle East are stored in the country specific fields for own legislation. In order to have a better understanding of the fields that are used, a view is created (the [AEHrPayroll] view) with field names that indicate better what the field represents.

The table below lists the fields that are documented in this section.

Field name (AEHrPayroll)	Field name (HrPayroll)
Amount	CountryFloat3
Check	CountryTest2
Contractterminated	CountryNoYes1
GES	CountryFloat1
ID	ID
IncludeContribution	CountryNoYes3
PaymentVacation	CountryNoYes2
Percentage	CountryFloat2
RatioAmount	CountryTest3
resident_status	CountryTest1
UnpaidLeave	Country8Char1

### **Amount** – Amount

The [AEHrPayroll.Amount] field stores the amount for the check of the minimum salary alert.

#### **Note:**

The [AEHrPayroll.Amount] field is enabled if “Check” equals to “Minimum salary”.

### **Check** – Check

The [AEHrPayroll.Check] field stores the check for the minimum salary alert. The [AEHrPayroll.Check] field can store one of the following values:

Value	Description
A	N/A
D	Deduction against salary
M	Minimum salary
N	Net pay against salary

**Contractterminated** – Employment terminated

The [AEHrPayroll.Contractterminated] field stores a value that determines whether the resource's employment is terminated by the employer or otherwise. The [AEHrPayroll.Contractterminated] field can store one of the following values:

Value	Remarks
0	Resource resigned from company with indemnity benefit calculated based on the total termination percentage specified in the [HrComponents.Country_float10] field. The resource must also work more than the terminate service year specified in the [HrComponents.Country_float11] field.
1	Resource employment terminated by employer with full percentage of indemnity benefit.

The [AEHrPayroll.Contractterminated] field is enabled for components with subtype “1950” (at the [HrComponents.Comp\_sub\_type] field).

**Note:**

The [AEHrPayroll.Contractterminated] field is filled only if the country code is set to “Kuwait” in the company data settings.

**GES – + GES**

The [AEHrPayroll.GES] field stores the Government employee support fund/allowance (GES) amount per resource level. This GES amount is paid directly from government to employee as part of the base value for the pension calculation.

**Note:**

This field will only be enabled when the “Resident status” is “Local”.

**IncludeContribution** – Include contribution

The [AEHrPayroll.IncludeContribution] field indicates whether to include the social contribution as part of the ratio check for the check of the minimum salary alert. The [AEHrPayroll.IncludeContribution] field can store one of the following values:

Value	Description
0	No
1	Yes

**Note:**

The [AEHrPayroll.IncludeContribution] field is enabled if “Check” equals to “Deduction against salary”.



**PaymentVacation** – Vacation payment

The [AEHrPayroll.PaymentVacation] field indicates whether to enable or disable the vacation payment for the related resources. The [AEHrPayroll.PaymentVacation] field can store one of the following values:

Value	Description
0	No
1	Yes

**Note:**

The [AEHrPayroll.PaymentVacation] field is only enabled if no payroll calculation process has been performed for the particular period, where the [HrComp\_Trans.Status] field must be 'O' (Open) and <> ('C' (Calculated), 'A' (Authorized), or 'P' (Processed)).

**Percentage** - %

The [AEHrPayroll.Percentage] field stores the percentage for the check of the minimum salary alert.

**Note:**

The [AEHrPayroll.Percentage] field is enabled if "Check" equals to "Deduction against salary" or "Net pay against salary".

**RatioAmount** – Ratio/Amount

The [AEHrPayroll.RatioAmount] field stores the ratio or amount for the check of the minimum salary alert. The [AEHrPayroll.RatioAmount] field can store one of the following values:

Value	Description
E	Equal to
G	Greater than
L	Less than
R	Greater than or equal to
T	Less than or equal to

**Note:**

If "Check" equals to "Deduction against salary" or "Net pay against salary", the caption displayed is "Ratio. If "Check" equals to "Minimum salary", the caption displayed is "Amount". The [AEHrPayroll.RatioAmount] field is disabled if "Check" equals to "N/A".

**Resident\_status – Resident status**

The [AEHrPayroll.Resident\_status] field stores the resource's resident status. The [AEHrPayroll.Resident\_status] field can store one of the following values:

Value	Description
L	Local
E	Expatriate

**UnpaidLeave – Unpaid leave**

The [AEHrPayroll.Unpaid\_leave\_code] field stores the unpaid leave code for component with subtype "1200" (stored in the [HrComponents.Comp\_sub\_type] field). The unpaid leave component is attached to a particular resource when the resource takes unpaid leave. The [AEHrPayroll.Unpaid\_leave\_code] field is only filled for component with subtype "1200" and if it is paid by employee (at the [HrComponents.paid\_by] field with value "E").

# 50. HRPAYROLLDECLARATIONS – HRPAYROLLDECLARATIONS

## 50.1 GENERAL DESCRIPTION

The [HrPayrollDeclarations] table stores the declared data to a third party. The [HrPayrollDeclarations] table is generic but completely country depended. The country together with the type will determine the country fields. A number of fields are generic though to create a generic index on the [HrPayrollDeclarations] table.

## 50.2 HRPAYROLLDECLARATIONS FIELD DETAILS

### **Country** – Country

The [HrPayrollDeclarations.Country] field stores the country code.

### **CountryDate1** – CountryDate1

The [HrPayrollDeclarations.CountryDate1] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

### **CountryDate10** - CountryDate10

The [HrPayrollDeclarations.CountryDate10] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

### **CountryDate2** – CountryDate2

The [HrPayrollDeclarations.CountryDate2] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

### **CountryDate3** – CountryDate3

The [HrPayrollDeclarations.CountryDate3] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

### **CountryDate4** – CountryDate4

The [HrPayrollDeclarations.CountryDate4] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

### **CountryDate5** – CountryDate5

The [HrPayrollDeclarations.CountryDate5] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryDate6 – CountryDate6**

The [HrPayrollDeclarations.CountryDate6] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryDate7 – CountryDate7**

The [HrPayrollDeclarations.CountryDate7] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryDate8 – CountryDate8**

The [HrPayrollDeclarations.CountryDate8] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryDate9 – CountryDate9**

The [HrPayrollDeclarations.CountryDate9] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat1 – CountryFloat1**

The [HrPayrollDeclarations.CountryFloat1] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat2 – CountryFloat2**

The [HrPayrollDeclarations.CountryFloat2] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat3 – CountryFloat3**

The [HrPayrollDeclarations.CountryFloat3] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat4 – CountryFloat4**

The [HrPayrollDeclarations.CountryFloat4] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat5 – CountryFloat5**

The [HrPayrollDeclarations.CountryFloat5] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat6 – CountryFloat6**

The [HrPayrollDeclarations.CountryFloat6] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat7 – CountryFloat7**

The [HrPayrollDeclarations.CountryFloat7] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat8 – CountryFloat8**

The [HrPayrollDeclarations.CountryFloat8] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat9 – CountryFloat9**

The [HrPayrollDeclarations.CountryFloat9] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat10 – CountryFloat10**

The [HrPayrollDeclarations.CountryFloat10] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat11 – CountryFloat11**

The [HrPayrollDeclarations.CountryFloat11] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat12 – CountryFloat12**

The [HrPayrollDeclarations.CountryFloat12] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat13 – CountryFloat13**

The [HrPayrollDeclarations.CountryFloat13] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat14 – CountryFloat14**

The [HrPayrollDeclarations.CountryFloat14] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat15 – CountryFloat15**

The [HrPayrollDeclarations.CountryFloat15] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat16 – CountryFloat16**

The [HrPayrollDeclarations.CountryFloat16] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat17 – CountryFloat17**

The [HrPayrollDeclarations.CountryFloat17] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat18 – CountryFloat18**

The [HrPayrollDeclarations.CountryFloat18] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat19 – CountryFloat19**

The [HrPayrollDeclarations.CountryFloat19] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat20 – CountryFloat20**

The [HrPayrollDeclarations.CountryFloat20] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat21 – CountryFloat21**

The [HrPayrollDeclarations.CountryFloat21] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat22 – CountryFloat22**

The [HrPayrollDeclarations.CountryFloat22] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat23 – CountryFloat23**

The [HrPayrollDeclarations.CountryFloat23] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat24 – CountryFloat24**

The [HrPayrollDeclarations.CountryFloat24] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat25 – CountryFloat25**

The [HrPayrollDeclarations.CountryFloat25] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat26 – CountryFloat26**

The [HrPayrollDeclarations.CountryFloat26] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat27 – CountryFloat27**

The [HrPayrollDeclarations.CountryFloat27] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat28 – CountryFloat28**

The [HrPayrollDeclarations.CountryFloat28] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat29 – CountryFloat29**

The [HrPayrollDeclarations.CountryFloat29] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat30 – CountryFloat30**

The [HrPayrollDeclarations.CountryFloat30] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat31 – CountryFloat31**

The [HrPayrollDeclarations.CountryFloat31] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat32 – CountryFloat32**

The [HrPayrollDeclarations.CountryFloat32] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat33 – CountryFloat33**

The [HrPayrollDeclarations.CountryFloat33] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat34 – CountryFloat34**

The [HrPayrollDeclarations.CountryFloat34] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat35 – CountryFloat35**

The [HrPayrollDeclarations.CountryFloat35] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat36 – CountryFloat36**

The [HrPayrollDeclarations.CountryFloat36] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat37 – CountryFloat37**

The [HrPayrollDeclarations.CountryFloat37] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat38 – CountryFloat38**

The [HrPayrollDeclarations.CountryFloat38] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat39 – CountryFloat39**

The [HrPayrollDeclarations.CountryFloat39] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat40 – CountryFloat40**

The [HrPayrollDeclarations.CountryFloat40] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat41 – CountryFloat41**

The [HrPayrollDeclarations.CountryFloat41] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat42 – CountryFloat42**

The [HrPayrollDeclarations.CountryFloat42] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat43 – CountryFloat43**

The [HrPayrollDeclarations.CountryFloat43] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat44 – CountryFloat44**

The [HrPayrollDeclarations.CountryFloat44] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat45 – CountryFloat45**

The [HrPayrollDeclarations.CountryFloat45] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat46 – CountryFloat46**

The [HrPayrollDeclarations.CountryFloat46] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat47 – CountryFloat47**

The [HrPayrollDeclarations.CountryFloat47] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat48 – CountryFloat48**

The [HrPayrollDeclarations.CountryFloat48] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat49 – CountryFloat49**

The [HrPayrollDeclarations.CountryFloat49] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat50 – CountryFloat50**

The [HrPayrollDeclarations.CountryFloat50] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat51 – CountryFloat51**

The [HrPayrollDeclarations.CountryFloat51] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).



**CountryFloat52 – CountryFloat52**

The [HrPayrollDeclarations.CountryFloat52] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat53 – CountryFloat53**

The [HrPayrollDeclarations.CountryFloat53] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat54 – CountryFloat54**

The [HrPayrollDeclarations.CountryFloat54] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat55 – CountryFloat55**

The [HrPayrollDeclarations.CountryFloat55] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat56 – CountryFloat56**

The [HrPayrollDeclarations.CountryFloat56] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat57 – CountryFloat57**

The [HrPayrollDeclarations.CountryFloat57] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat58 – CountryFloat58**

The [HrPayrollDeclarations.CountryFloat58] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat59 – CountryFloat59**

The [HrPayrollDeclarations.CountryFloat59] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryFloat60 – CountryFloat60**

The [HrPayrollDeclarations.CountryFloat60] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryInt1 – CountryInt1**

The [HrPayrollDeclarations.CountryInt1] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryInt2 – CountryInt2**

The [HrPayrollDeclarations.CountryInt2] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryInt3 – CountryInt3**

The [HrPayrollDeclarations.CountryInt3] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryInt4 – CountryInt4**

The [HrPayrollDeclarations.CountryInt4] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryInt5 – CountryInt5**

The [HrPayrollDeclarations.CountryInt5] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryInt6 – CountryInt6**

The [HrPayrollDeclarations.CountryInt6] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryInt7 – CountryInt7**

The [HrPayrollDeclarations.CountryInt7] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryInt8 – CountryInt8**

The [HrPayrollDeclarations.CountryInt8] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryInt9 – CountryInt9**

The [HrPayrollDeclarations.CountryInt9] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryInt10 – CountryInt10**

The [HrPayrollDeclarations.CountryInt10] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes1 – CountryNoYes1**

The [HrPayrollDeclarations.CountryNoYes1] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes2 – CountryNoYes2**

The [HrPayrollDeclarations.CountryNoYes2] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes3 – CountryNoYes3**

The [HrPayrollDeclarations.CountryNoYes3] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes4 – CountryNoYes4**

The [HrPayrollDeclarations.CountryNoYes4] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes5 – CountryNoYes5**

The [HrPayrollDeclarations.CountryNoYes5] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes6 – CountryNoYes6**

The [HrPayrollDeclarations.CountryNoYes6] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes7 – CountryNoYes7**

The [HrPayrollDeclarations.CountryNoYes7] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes8 – CountryNoYes8**

The [HrPayrollDeclarations.CountryNoYes8] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes9 – CountryNoYes9**

The [HrPayrollDeclarations.CountryNoYes9] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes11 – CountryNoYes11**

The [HrPayrollDeclarations.CountryNoYesNoYes11] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes12 – CountryNoYes12**

The [HrPayrollDeclarations.CountryNoYes12] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes13 – CountryNoYes13**

The [HrPayrollDeclarations.CountryNoYes13] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes14 – CountryNoYes14**

The [HrPayrollDeclarations.CountryNoYes14] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes15 – CountryNoYes15**

The [HrPayrollDeclarations.CountryNoYes15] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes16 – CountryNoYes16**

The [HrPayrollDeclarations.CountryNoYes16] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes17 – CountryNoYes17**

The [HrPayrollDeclarations.CountryNoYes17] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes18 – CountryNoYes18**

The [HrPayrollDeclarations.CountryNoYes18] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryNoYes19 – CountryNoYes19**

The [HrPayrollDeclarations.CountryNoYes19] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more

**CountryNoYes20 – CountryNoYes20**

The [HrPayrollDeclarations.CountryNoYes20] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest1 – CountryTest1**

The [HrPayrollDeclarations.CountryTest1] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest2 – CountryTest2**

The [HrPayrollDeclarations.CountryTest2] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest3 – CountryTest3**

The [HrPayrollDeclarations.CountryTest3] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest4 – CountryTest4**

The [HrPayrollDeclarations.CountryTest4] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest5 – CountryTest5**

The [HrPayrollDeclarations.CountryTest5] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest6 – CountryTest6**

The [HrPayrollDeclarations.CountryTest6] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest7 – CountryTest7**

The [HrPayrollDeclarations.CountryTest7] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest8 – CountryTest8**

The [HrPayrollDeclarations.CountryTest8] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest9 – CountryTest9**

The [HrPayrollDeclarations.CountryTest9] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest11 – CountryTest11**

The [HrPayrollDeclarations.CountryTest11] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest12 – CountryTest12**

The [HrPayrollDeclarations.CountryTest12] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest13 – CountryTest13**

The [HrPayrollDeclarations.CountryTest13] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest14 – CountryTest14**

The [HrPayrollDeclarations.CountryTest14] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest15 – CountryTest15**

The [HrPayrollDeclarations.CountryTest15] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest16 – CountryTest16**

The [HrPayrollDeclarations.CountryTest16] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest17 – CountryTest17**

The [HrPayrollDeclarations.CountryTest17] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest18 – CountryTest18**

The [HrPayrollDeclarations.CountryTest18] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest19 – CountryTest19**

The [HrPayrollDeclarations.CountryTest19] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryTest20 – CountryTest20**

The [HrPayrollDeclarations.CountryTest20] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar1 – CountryVarchar1**

The [HrPayrollDeclarations.CountryVarchar1] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar2 – CountryVarchar2**

The [HrPayrollDeclarations.CountryVarchar2] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar3 – CountryVarchar3**

The [HrPayrollDeclarations.CountryVarchar3] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar4 – CountryVarchar4**

The [HrPayrollDeclarations.CountryVarchar4] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar5 – CountryVarchar5**

The [HrPayrollDeclarations.CountryVarchar5] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar6 – CountryVarchar6**

The [HrPayrollDeclarations.CountryVarchar6] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar7 – CountryVarchar7**

The [HrPayrollDeclarations.CountryVarchar7] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar8 – CountryVarchar8**

The [HrPayrollDeclarations.CountryVarchar8] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar9 – CountryVarchar9**

The [HrPayrollDeclarations.CountryVarchar9] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar10 – CountryVarchar10**

The [HrPayrollDeclarations.CountryVarchar10] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar11 – CountryVarchar11**

The [HrPayrollDeclarations.CountryVarchar11] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar12 – CountryVarchar12**

The [HrPayrollDeclarations.CountryVarchar12] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar13 – CountryVarchar13**

The [HrPayrollDeclarations.CountryVarchar13] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar14 – CountryVarchar14**

The [HrPayrollDeclarations.CountryVarchar14] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar15 – CountryVarchar15**

The [HrPayrollDeclarations.CountryVarchar15] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar16 – CountryVarchar16**

The [HrPayrollDeclarations.CountryVarchar16] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar17 – CountryVarchar17**

The [HrPayrollDeclarations.CountryVarchar17] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar18 – CountryVarchar18**

The [HrPayrollDeclarations.CountryVarchar18] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar19 – CountryVarchar19**

The [HrPayrollDeclarations.CountryVarchar19] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar20 – CountryVarchar20**

The [HrPayrollDeclarations.CountryVarchar20] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).



**CountryVarchar21 – CountryVarchar21**

The [HrPayrollDeclarations.CountryVarchar21] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar22 – CountryVarchar22**

The [HrPayrollDeclarations.CountryVarchar22] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar23 – CountryVarchar23**

The [HrPayrollDeclarations.CountryVarchar23] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar24 – CountryVarchar24**

The [HrPayrollDeclarations.CountryVarchar24] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar25 – CountryVarchar25**

The [HrPayrollDeclarations.CountryVarchar25] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar26 – CountryVarchar26**

The [HrPayrollDeclarations.CountryVarchar26] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar27 – CountryVarchar27**

The [HrPayrollDeclarations.CountryVarchar27] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar28 – CountryVarchar28**

The [HrPayrollDeclarations.CountryVarchar28] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar29 – CountryVarchar29**

The [HrPayrollDeclarations.CountryVarchar29] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**CountryVarchar30 – CountryVarchar30**

The [HrPayrollDeclarations.CountryVarchar30] field is used to store country specific declaration settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

**Division – Division**

The [HrPayrollDeclarations.Division] field stores the company code of the current logon. The [HrPayrollDeclarations.Division] field stores the numeric value of the [Bedryf.Bedrn] field. This field is not used yet. It is added for future functionality.



**DocAttachmentID** – DocAttachmentID

The [HrPayrollDeclarations.DocAttachmentID] field stores the reference (ID) to the document that contains the XML file in the [BacoDiscussions] table.

**Frequency** – Frequency

The [HrPayrollDeclarations.Frequency] field stores the frequency of the declaration. The [HrPayrollDeclarations.Frequency] field can store one of the following values:

Value	Description
A	Annual
H	Half yearly
V	4-weekly
M	Monthly

**ID** – ID

The [HrPayrollDeclarations.ID] field stores the system generated database record identification number. This field is not functionally used.

**PayrollYear** – PayrollYear

The [HrPayrollDeclarations.PayrollYear] field stores the payroll year that refers to the declaration line.

**Period** – Period

The [HrPayrollDeclarations.Period] field stores the period of the declaration according to the frequency.

**ProcessDate** – ProcessDate

The [HrPayrollDeclarations.ProcessDate] field stores the process date of the declaration.

**Reference** – Reference

The [HrPayrollDeclarations.Reference] field stores the external reference of the declaration. This reference can for example be used for payments to the third party or used in the communication with the third party.

**ReferenceNumber** – ReferenceNumber

The [HrPayrollDeclarations.ReferenceNumber] field stores the external reference number that identifies the company to the third party. For example, a tax income number or a relation number.

**Res\_id** – Res\_id

The [HrPayrollDeclarations.Res\_id] field stores the ID of the resource for which the declaration line is created.

**Sequence** – Sequence

The [HrPayrollDeclarations.Sequence] field stores the sequence of the declaration within the period. This field is used to identify the different declaration of the same type within the same period. For example, first a regular declaration (sequence 1) is done and then a correction declaration (sequence 2).

**Status** – Status

The [HrPayrollDeclarations.Status] field stores the status of the created declaration. The [HrPayrollDeclarations.Status] field can store one of the following values:

Value	Description
C	Created (or Open)
P	Processed

**Syscreated** – Created date and time

The [HrPayrollDeclarations.Syscreated] field stores the date and time that the tax declaration has been created.

**Syscreator** – Creator

The [HrPayrollDeclarations.Syscreator] field stores the ID of the resource who created the tax declaration. The [HrPayrollDeclarations.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysguid** – SysGuid

The [HrPayrollDeclarations.SysGuid] field stores the Guid ID generated by the system upon creation of the tax declaration.

**Sysmodified** – Modified date and time

The [HrPayrollDeclarations.Sysmodified] field stores the date and time that the tax declaration was last modified. Initially, this field contains the creation date, which is stored in the [HrPayrollDeclarations.Syscreated] field.

**Sysmodifier** – Modifier

The [HrPayrollDeclarations.Sysmodifier] field stores the ID of the resource who last modified the tax declaration. Initially, this field contains the creator as is stored in the [HrPayrollDeclarations.Syscreator] field. The [HrPayrollDeclarations.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Timestamp** – Timestamp

The [HrPayrollDeclarations.Timestamp] field contains a system generated timestamp. The timestamp field is regenerated upon every change in the tax declaration. This field is mainly used for replication purposes.

**Type** – Type

The [HrPayrollDeclarations.Type] field stores the type that identifies the declaration. The combination of country and declaration type will determine the content of the declaration lines.

**Version** – Version

The [HrPayrollDeclarations.Vesion] field stores the version of the declaration.

### 50.3 COUNTRY SPECIFIC FIELD DETAILS – NETHERLANDS (NL)

The declaration settings of Loonaangifte for the Netherlands, are stored in the country specific fields for own legislation.

#### Country – Country

The [HrPayrollDeclarations.Country] field stores the fixed value 'NL'.

#### CountryDate1 – Datum aanvang tijdvak

The [HrPayrollDeclarations.CountryDate1] field stores the start date of the declaration period. This is determined based on the current payroll year, declaration frequency and the declaration period:

- Declaration frequency monthly: always the first of the month
- Declaration frequency 4-weekly:
  - Declaration period 1: yyyy-01-01
  - Declaration period 2: Monday of the first week + 28 days
  - Declaration period 3: Monday of the first week + 56 days
  - Declaration period 4: etc
- Declaration frequency half-yearly:
  - Declaration period 1: yyyy-01-01
  - Declaration period 2: yyyy-07-01
- Declaration frequency annually: always yyyy-01-01

#### Note:

The first week is the week that contains the first Thursday of the current payroll year.  
This field is applicable for Tijdvakaangifte.

#### CountryDate2 – Datum einde tijdvak

The [HrPayrollDeclarations.CountryDate2] field stores the end date of the declaration period. This is determined based on the current payroll year, declaration frequency and declaration period:

- Declaration frequency monthly: always the last day of the month
- Declaration frequency 4-weekly:
  - Declaration 1: Monday of the first week + 27 days
  - Declaration 2: Monday of the first week + 55 days
  - Declaration 3: Monday of the first week + 83 days
  - Declaration 4: etc
  - Declaration period 12: always yyyy-12-31
- Declaration frequency half-yearly:
  - Declaration period 1: yyyy-06-30
  - Declaration period 2: yyyy-12-31
- Declaration frequency annually: always yyyy-12-31

#### Note:

The first week is the week that contains the first Thursday of the current payroll year.  
This field is applicable for Tijdvakaangifte.

**CountryDate3** – Datum aanvang tijdvak

The [HrPayrollDeclarations.CountryDate3] field stores the start date of the employment initially is the start date of the resource. If the check box 'Afwijkende datum' is checked then the start date is taken from the payroll data. The value is retrieved from the [Humres.Idatindienst] field or the [HrPayroll.CountryDate8] field if the [HrPayroll.CountryNoYes16] field = 1.

**Note:**

The [HrPayrollDeclarations.CountryDate3] field is applicable for Inkomstenverhouding.

**CountryDate4** – Datum einde inkomstenvermindering

The [HrPayrollDeclarations.CountryDate4] field stores the end date of the employment initially is the end date of the resource. If the check box 'Afwijkende datum' is checked then the end date is taken from the payroll data. The value is retrieved from the [Humres.Cont\_end\_date] or the [HrPayroll.CountryDate9] field if the [HrPayroll.CountryNoYes16] field = 1.

**Note:**

The [HrPayrollDeclarations.CountryDate4] field is applicable for Inkomstenverhouding.

**CountryDate5** – Datum aanvang inkomstenperiode

The [HrPayrollDeclarations.CountryDate5] field initially stores the same date as the start date of the declaration period. If the employee starts within the declaration period then this date will be equal to the start date of the employment of the employee.

**Note:**

The [HrPayrollDeclarations.CountryDate5] field is applicable for Inkomstenperiode.

**CountryFloat1** – Loon Lb/Ph / Totaal loon Lb/Ph

The [HrPayrollDeclarations.CountryFloat1] field can store one of the following values:

**Loon Lb/Ph:** The [HrPayrollDeclarations.CountryFloat1] field stores the definition same as column 14 of the loonstaat. The amounts of the flowing subtypes are taken into account for the determination of this field:

1000, 1010, 1015, 1020, 1030, 1200, 1210, 1320, 1322, 1323, 1400, 1401, 1402, 1500, 1510, 1700, 1801, 1811, 1840, 1850, 1860, 1950, 1960, 2000, 2100, 2150, 2160, 2170, 2180, 2200, 2220, 2230, 2300, 2310, 2320, 2400, 2500, 2531, and 2902.

**Note:**

The [HrPayrollDeclarations.CountryFloat1] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**Totaal loon Lb/Ph:** The [HrPayrollDeclarations.CountryFloat1] field stores the total of the 'Loon Lb/Ph' field in the declaration period.

**Note:**

The [HrPayrollDeclarations.CountryFloat1] field is applicable for Collectieve aangifte.

**CountryFloat2** – Loon SV / Totaal loon SV

The [HrPayrollDeclarations.CountryFloat2] field can store one of the following values:

**Loon SV:** The [HrPayrollDeclarations.CountryFloat2] field stores the definition same as column 8 of the loonstaat. The amounts of the following subtypes are taken into account for determination of this field: 1000, 1010, 1015, 1020, 1030, 1320, 1322, 1323, 1400, 1500, 1511, 1801, 1811, 1840, 1850, 1860, 1950, 1960, 2000, 2100, 2150, 2160, 2170, 2180, 2200, 2220, 2230, 2300, 2310, 2320, and 2400.

**Note:**

The [HrPayrollDeclarations.CountryFloat2] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**Totaal loon SV:** The [HrPayrollDeclarations.CountryFloat2] field stores the total of all Loon SV fields in the declaration period.

**Note:**

The [HrPayrollDeclarations.CountryFloat2] field is applicable for Collectieve aangifte.

**CountryFloat3** – Loon belast volgens tabel bijzondere beloningen / Afdrachtvermindering onderwijs

The [HrPayrollDeclarations.CountryFloat3] field can store one of the following values:

**Loon belast volgens tabel bijzondere beloningen:** The [HrPayrollDeclarations.CountryFloat3] field stores the definition same as column 14 of the loonstaat where the type of the transaction is special. The amounts of the following subtypes are taken into account for determination of this field: 1000, 1010, 1015, 1020, 1030, 1200, 1210, 1320, 1322, 1323, 1400, 1401, 1402, 1500, 1510, 1700, 1801, 1811, 1840, 1850, 1860, 1950, 1960, 2000, 2100, 2150, 2160, 2170, 2180, 2200, 2220, 2230, 2300, 2310, 2320, 2400, 2500, 2531, and 2902.

**Note:**

The [HrPayrollDeclarations.CountryFloat3] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**Afdrachtvermindering onderwijs:** The [HrPayrollDeclarations.CountryFloat3] field stores the total amount of the 'Vermindering onderwijs' within the declaration period (subtype 3120).

**Note:**

The [HrPayrollDeclarations.CountryFloat3] field is applicable as from 2007 for Collectieve aangifte.

**CountryFloat4** – Premieloon WAO Aof / Premieloon basispremie WAO/IVA/WGA

The [HrPayrollDeclarations.CountryFloat4] field can store one of the following values:

**Premieloon WAO Aof:** The [HrPayrollDeclarations.CountryFloat4] field stores the total base value of the 'Premie WAO Aof' within the declaration period. See also the [HrPayrollDeclarations.CountryFloat5] field.

**Note:**

The [HrPayrollDeclarations.CountryFloat4] field is applicable until 2006 for Collectieve aangifte.

**Premieloon basispremie WAO/IVA/WGA:** The [HrPayrollDeclarations.CountryFloat4] field stores the total base value of the 'Premie WAO/IVA/WGA bases within the declaration period. See also the [HrPayrollDeclarations.CountryFloat5] field.

**Note:**

The [HrPayrollDeclarations.CountryFloat4] field is applicable as from 2007 for Collectieve aangifte.

**CountryFloat5** – Premie WAO Aof / Basispremie WAO/IVA/WGA / Totaalpremie WAO Aof / Total basispremie WAO/IVA/WGA

The [HrPayrollDeclarations.CountryFloat5] field can store one of the following values:

**Premie WAO Aof / Basispremie WAO/IVA/WGA:** The [HrPayrollDeclarations.CountryFloat5] field stores the amount determined based on the subtype 2521 (WAO basis).

**Note:**

The field caption 'Premie WAO Aof' is applicable for Nominatieve aangifte.

The field caption 'Basispremie WAO/IVA/WGA' is applicable as from 2007 for Werknemergegevens.

**Totaalpremie WAO Aof:** The [HrPayrollDeclarations.CountryFloat5] field stores the total amount of the 'WAO-basis' within the declaration period.

**Note:**

The [HrPayrollDeclarations.CountryFloat5] field is applicable until 2006 for Collectieve aangifte.

**Totaal basispremie WAO/IVA/WGA:** The [HrPayrollDeclarations.CountryFloat5] field stores the total amount of the 'WAO/IVA/WGA bases within the declaration period.

**Note:**

The [HrPayrollDeclarations.CountryFloat5] field is applicable as from 2007 for Collectieve aangifte.

**CountryFloat6** – Premieloon WAO Aok / Premieloon gedifferentieerde premies WAO/WGA

The [HrPayrollDeclarations.CountryFloat6] field can store one of the following values:

**Premieloon WAO Aok:** The [HrPayrollDeclarations.CountryFloat6] field stores the total base value of the 'Premie WAO Aok' within the declaration period. See also the [HrPayrollDeclarations.CountryFloat7] field.

**Note:**

The [HrPayrollDeclarations.CountryFloat6] field is applicable until 2006 for Collectieve aangifte.

**Premieloon gedifferentieerde premies WAO/WGA:** The [HrPayrollDeclarations.CountryFloat6] field stores the total base value of the 'Premie WAO/WGA gedifferentieerde' within the declaration period. See also the [HrPayrollDeclarations.CountryFloat7] field.

**Note:**

The [HrPayrollDeclarations.CountryFloat6] field is applicable as from 2007 for Collectieve aangifte



**CountryFloat7** – Premie WAO Aok / Gedifferentieerde premie WAO/WGA / Totaalpremie WAO Aok / Totaal gedifferentieerde premie WAO/WGA

The [HrPayrollDeclarations.CountryFloat7] field can store one of the following values:

**Premie WAO Aok:** The [HrPayrollDeclarations.CountryFloat7] field stores the amount determined based on the subtype 2522 (WAO gedifferentieerd).

**Note:**

The [HrPayrollDeclarations.CountryFloat7] field is applicable for Nominatieve aangifte.

**Gedifferentieerde premie WAO/WGA:** The [HrPayrollDeclarations.CountryFloat7] field stores the amount determined based on the subtype 2522 (WAO gedifferentieerd) and 2534 (WGA gedifferentieerd).

**Note:**

The [HrPayrollDeclarations.CountryFloat7] field is applicable as from 2007 for Werknemergegevens.

**Totaalpremie WAO Aok:** The [HrPayrollDeclarations.CountryFloat7] field stores the total amount of the 'WAO-gedifferentieerd' within the declaration period.

**Note:**

The [HrPayrollDeclarations.CountryFloat7] field is applicable until 2006 for Collectieve aangifte

**Totaal gedifferentieerde premie WAO/WGA:** The [HrPayrollDeclarations.CountryFloat7] field stores the total amount of the 'WAO-gedifferentieerd' within the declaration period.

**Note:**

The [HrPayrollDeclarations.CountryFloat7] field is applicable as from 2007 for Collectieve aangifte.

**CountryFloat8** – Premieloon AWF (WW)

The [HrPayrollDeclarations.CountryFloat8] field stores the total base value of the 'Premie WW' within the declaration period. See also the [HrPayrollDeclarations.CountryFloat9] field.

**Note:**

The [HrPayrollDeclarations.CountryFloat8] field is applicable for Collectieve aangifte.

**CountryFloat9** – Premie WW Awf werkgevers- en werknemersdeel / Totaalpremie WW AWF

The [HrPayrollDeclarations.CountryFloat9] field can store one of the following values:

**Premie WW Awf werkgevers- en werknemersdeel:** The [HrPayrollDeclarations.CountryFloat9] field stores the amount determined based on the subtypes 2500 and 2501.

**Note:**

The [HrPayrollDeclarations.CountryFloat9] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**Totaalpremie WW AWF:** The [HrPayrollDeclarations.CountryFloat9] field stores the total amount of the 'WW werknemer' + 'WW werkgever' within the declaration period.

**Note:**

The [HrPayrollDeclarations.CountryFloat9] field is applicable for Collectieve aangifte.

**CountryFloat10** – Premieloon Wachtgeldfonds

The [HrPayrollDeclarations.CountryFloat10] field stores the total base value of the 'PremieWA' within the declaration period.

**Note:**

The [HrPayrollDeclarations.CountryFloat10] field is applicable for Specificatie wachtgeldfondspremie (Wgf).

**CountryFloat11** – Premie Wachtgeldfonds / Premie sectorfonds

The [HrPayrollDeclarations.CountryFloat11] field can store one of the following values:

13. The [HrPayrollDeclarations.CountryFloat11] field stores the amount determined based on the subtype 2501.

**Note:**

The 'Premie Wachtgeldfonds' field is applicable for Nominatieve aangifte and the 'Premie sectorfonds' field is applicable as from 2007 for Werknemergegevens.

14. The [HrPayrollDeclarations.CountryFloat11] field stores the total base value of the 'PremieWA' within the declaration period.

**Note:**

The 'Premie Wachtgeldfonds' field is applicable for Specificatie wachtgeldfondspremie (Wgf).

**CountryFloat12** – Premieloon UFO

The [HrPayrollDeclarations.CountryFloat12] field stores the total base value of the 'Premie UFO' within the declaration period. See also the [HrPayrollDeclarations.CountryFloat13] field.

**Note:**

The [HrPayrollDeclarations.CountryFloat12] field is applicable for Collectieve aangifte.

**CountryFloat13** – Premie UFO / Totaalpremie UFO

The [HrPayrollDeclarations.CountryFloat13] field can store one of the following values:

**Premie UFO:** The [HrPayrollDeclarations.CountryFloat13] field stores the amount determined based on the subtype 2401 and the field 'Soort regeling'. If the [HrPayrollDeclarations.CountryFloat13] field is set to 'UFO premie' then amount entered on this component must be taken into account.

**Note:**

The [HrPayrollDeclarations.CountryFloat13] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**Totaalpremie UFO:** The [HrPayrollDeclarations.CountryFloat13] field stores the total amount of the 'Premie UFO' within the declaration period.

**Note:**

The [HrPayrollDeclarations.CountryFloat13] field is applicable for Collectieve aangifte.

**CountryFloat14** – Ingehouden bijdrage Zvw / Totaal ingehouden bijdragen Zvw

The [HrPayrollDeclarations.CountryFloat14] field can store one of the following values:

**Ingehouden bijdrage Zvw:** The [HrPayrollDeclarations.CountryFloat14] field stores the amount determined based on the subtype 2530.

**Note:**

The [HrPayrollDeclarations.CountryFloat14] field is applicable for Nominatieve aangifte and as from 2007 for Wernemergegevens.

**Totaal ingehouden bijdragen Zvw:** The [HrPayrollDeclarations.CountryFloat14] field stores the total amount of the 'ZVW bijdrage' within the declaration period.

**Note:**

The [HrPayrollDeclarations.CountryFloat14] field is applicable for Collectieve aangifte.

**CountryFloat15** – Bedrag vergoeding Zvw door inhoudingsplichtige / Totaalbedrag vergoeding Zvw

The [HrPayrollDeclarations.CountryFloat15] field can store one of the following values:

**Bedrag vergoeding Zvw door inhoudingsplichtige:** The [HrPayrollDeclarations.CountryFloat15] field stores the amount determined based on the subtype 2531.

**Note:**

The [HrPayrollDeclarations.CountryFloat15] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**Totaalbedrag vergoeding Zvw:** The [HrPayrollDeclarations.CountryFloat15] field stores the total amount of the 'ZVW vergoeding' within the declaration period.

**Note:**

The [HrPayrollDeclarations.CountryFloat15] field is applicable for Collectieve aangifte.

**CountryFloat16** – Ingehouden loonbelasting/premie volksverzekeringen

The [HrPayrollDeclarations.CountryFloat16] field can store one of the following values:

- The [HrPayrollDeclarations.CountryFloat16] field stores the amount determined based on a number of tax components. The following subtypes are involved: 3000, 3010, 3020, and 3030.

**Note:**

The [HrPayrollDeclarations.CountryFloat16] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

- The [HrPayrollDeclarations.CountryFloat16] field stores the total amount of the 'Loonheffing' within the declaration period.

**Note:**

The [HrPayrollDeclarations.CountryFloat16] field is applicable for Collectieve aangifte.

**CountryFloat17** – Verrekende arbeidskorting

The [HrPayrollDeclarations.CountryFloat17] field stores the amount determined based on the subtype 3010.

**Note:**

The [HrPayrollDeclarations.CountryFloat17] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat18** – Eindheffing publiekrechtelijke uitkeringen

The [HrPayrollDeclarations.CountryFloat18] field stores the total amount of the 'Eindheffing' within the declaration period (subtype 3137).

**Note:**

The [HrPayrollDeclarations.CountryFloat18] field is applicable for Collectieve aangifte.

**CountryFloat19** – Eindheffing loon met een bestemmingskarakter

The [HrPayrollDeclarations.CountryFloat19] field stores the total amount of the 'Eindheffing loon met een bestemmingskarakter' within the declaration period (subtype 3136).

**Note:**

The [HrPayrollDeclarations.CountryFloat19] field is applicable for Collectieve aangifte.

**CountryFloat20 – Eindheffing spaarloon**

The [HrPayrollDeclarations.CountryFloat20] field stores the total amount of the 'Eindheffing spaarloon' within the declaration period (subtype 3500).

**Note:**

The [HrPayrollDeclarations.CountryFloat20] field is applicable for Collectieve aangifte.

**CountryFloat21 – Eindheffing spaarpremie**

The [HrPayrollDeclarations.CountryFloat21] field stores the total amount of the 'Eindheffing premiespaarloon' within the declaration period (subtype 3501).

**Note:**

The [HrPayrollDeclarations.CountryFloat21] field is applicable for Collectieve aangifte.

**CountryFloat22 – Eindheffing moeilijk te individualiseren loon**

The [HrPayrollDeclarations.CountryFloat22] field stores the total amount of the 'Eindheffing loon in natura' within the declaration period (subtype 3135).

**Note:**

The [HrPayrollDeclarations.CountryFloat22] field is applicable for Collectieve aangifte.

**CountryFloat23 – Eindheffing geschenken bij feestdagen**

The [HrPayrollDeclarations.CountryFloat23] field stores the total amount of the 'Eindheffing geschenken bij feestdagen' within the declaration period (subtype 3138).

**Note:**

The [HrPayrollDeclarations.CountryFloat23] field is applicable for Collectieve aangifte.

**CountryFloat24 – Eindheffing bovenmatige kostenvergoeding**

The [HrPayrollDeclarations.CountryFloat24] field stores the total amount of the 'Eindheffing bovenmatige vergoeding/verstrekking' within the declaration period (subtype 3139).

**Note:**

The [HrPayrollDeclarations.CountryFloat24] field is applicable for Collectieve aangifte.

**CountryFloat25 – Eindheffing VUT**

The [HrPayrollDeclarations.CountryFloat25] field stores the total amount of the 'Eindheffing bovenmatige vergoeding/verstrekking' within the declaration period (subtype 3140).

**Note:**

The [HrPayrollDeclarations.CountryFloat25] field is applicable for Collectieve aangifte.

**CountryFloat26 – Afdrachtvermindering betaald ouderschapsverlof / Eindheffing doorlopend afwisselend gebruik bestelauto**

The [HrPayrollDeclarations.CountryFloat26] field can store one of the following values:

**Afdrachtvermindering betaald ouderschapsverlof:** The [HrPayrollDeclarations.CountryFloat26] field stores the total amount of the 'Vermindering betaald ouderschapsverlof' within the declaration period (subtype 3132).

**Note:**

The [HrPayrollDeclarations.CountryFloat26] field is applicable until 2006 for Collectieve aangifte.

**Eindheffing doorlopend afwisselend gebruik bestelauto:**

The [HrPayrollDeclarations.CountryFloat26] field stores the total amount of the 'Eindheffing bestelauto' within the declaration period (subtype 3141).

**Note:**

The [HrPayrollDeclarations.CountryFloat26] field is applicable as from 2007 for Collectieve aangifte.

**CountryFloat27 – Afdrachtvermindering langdurig werklozen / Verstrekte aanvulling op arbeidsongeschiktheidsuitkering / Toegepast bedrag levensloopverlofkorting**

The [HrPayrollDeclarations.CountryFloat27] field can store one of the following values:

**Afdrachtvermindering langdurig werklozen:** The [HrPayrollDeclarations.CountryFloat27] field stores the total amount of the 'Vermindering langdurig werklozen' within the declaration period (subtype 3110).

**Note:**

The [HrPayrollDeclarations.CountryFloat27] field is applicable until 2006 for Collectieve aangifte.

**Verstrekte aanvulling op arbeidsongeschiktheidsuitkering:**

The [HrPayrollDeclarations.CountryFloat27] field stores the amount entered in the 'Bedrag aanvulling' field in the payroll details. The value is retrieved from the [HrPayroll.CountryInt1] ([NLHrPayroll.Ydec\_payment\_amt]) field.

**Note:**

The [HrPayrollDeclarations.CountryFloat27] field is applicable as from 2007 for Werknemergegevens.

**CountryFloat28 – Afdrachtvermindering arbo non-profit**

The [HrPayrollDeclarations.CountryFloat28] field stores the total amount of the 'Vermindering arbo non-profit' within the declaration period (subtype 3133).

**Note:**

The [HrPayrollDeclarations.CountryFloat28] field is applicable for Collectieve aangifte.

**CountryFloat29 – Afdrachtvermindering zeevaart**

The [HrPayrollDeclarations.CountryFloat29] field stores the total amount of the 'Vermindering zeevaart' within the declaration period (subtype 3134).

**Note:**

The [HrPayrollDeclarations.CountryFloat29] field is applicable for Collectieve aangifte.

**CountryFloat30 – Afdrachtvermindering onderwijs**

The [HrPayrollDeclarations.CountryFloat30] field stores the total amount of the 'Vermindering onderwijs' within the declaration period (subtype 3120).

**Note:**

The [HrPayrollDeclarations.CountryFloat30] field is applicable for Collectieve aangifte.

**CountryFloat31 – Voorlopige afdrachtvermindering S&O / Afdrachtvermindering S&O**

The [HrPayrollDeclarations.CountryFloat31] field stores the S&O verklaring amount within the declaration period.

**Note:**

The field caption 'Voorlopige afdrachtvermindering S&O' is applicable until 2006 for Collectieve aangifte.

The field caption 'Afdrachtvermindering S&O' is applicable as from 2007 for Collectieve aangifte.

**CountryFloat32 – Arbeidsgehandicaptenkorting**

The [HrPayrollDeclarations.CountryFloat32] field stores the total amount of the 'Arbeidsgehandicapten' within the declaration period.

**Note:**

The [HrPayrollDeclarations.CountryFloat32] field is applicable for Collectieve aangifte.



**CountryFloat33 – Vakantiebijslag**

The [HrPayrollDeclarations.CountryFloat33] field stores the payment of the holiday allowance can be found in the payroll transactions. The amounts can be retrieved from the payroll transactions from components with the subtypes 1950 and 1960 and where the 'Aangifterubriek' is set to 'V'.

**Note:**

The [HrPayrollDeclarations.CountryFloat33] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat34 – Opgebouwde recht vakantiebijslag**

The [HrPayrollDeclarations.CountryFloat34] field stores the payment of the holiday allowance can be found in the payroll transactions. The amounts can be retrieved from the payroll transactions from components with the subtypes 1901, 1902, 1903, 1904 and 1910 and where the 'Aangifterubriek' is set to 'V'.

**Note:**

The [HrPayrollDeclarations.CountryFloat34] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat35 – Extra periode salaries**

The [HrPayrollDeclarations.CountryFloat35] field stores the payment of the holiday allowance can be found in the payroll transactions. The amounts can be retrieved from the payroll transactions from components with the subtypes 1950 and 1960 and where the 'Aangifterubriek' is set to 'D'.

**Note:**

The [HrPayrollDeclarations.CountryFloat35] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat36 – Opgebouwde recht vakantiebijslag**

The [HrPayrollDeclarations.CountryFloat36] field stores the payment of the holiday allowance can be found in the payroll transactions. The amounts can be retrieved from the payroll transactions from components with the subtypes 1901, 1902, 1903, 1904 and 1910 and where the 'Aangifterubriek' is set to 'D'.

**Note:**

The [HrPayrollDeclarations.CountryFloat36] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens

**CountryFloat37 – Loon in geld**

The [HrPayrollDeclarations.CountryFloat37] field stores the definition same as column 3 of the loonstaat. The amounts of the following subtypes are taken into account for determination of this field: 1000, 1010, 1015, 1020, 1030, 1500, 1801, 1811, 1850, 1860, 1950, and 1960.

**Note:**

The [HrPayrollDeclarations.CountryFloat37] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat38 – Waarde niet in geld uitgekeerd loon**

The [HrPayrollDeclarations.CountryFloat38] field stores the definition same as column 4 of the loonstaat. The amounts of the following subtypes are taken into account for determination of this field: 1320, 1322, 1323, 1400, and 1511.

**Note:**

The [HrPayrollDeclarations.CountryFloat38] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat39 – Loon uit overwork**

The [HrPayrollDeclarations.CountryFloat39] field stores the total amount is determined based on the field 'Aangifterubriek' in the components. If this field is set to 'O' then the calculated amount in the payroll transaction is taken into account.

**Note:**

The [HrPayrollDeclarations.CountryFloat39] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat40 – Aantal SV-dagen**

The [HrPayrollDeclarations.CountryFloat40] field stores the number of days, which are taken from the subtype 1000 and 1010.

**Note:**

The [HrPayrollDeclarations.CountryFloat40] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat41 – Aantal verloonde uren**

The [HrPayrollDeclarations.CountryFloat41] field stores the hours entered on the components where the field 'Aangifterubriek' is set to 'Reguliere uren' or 'Overwerk'.

**Note:**

The [HrPayrollDeclarations.CountryFloat41] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat42** – Bedrag genoten zeedagenaftrek

The [HrPayrollDeclarations.CountryFloat42] field stores the amount retrieved from the payroll details of the resource. The [HrPayrollDeclarations.CountryFloat42] field can store one of the following values based on the conditions as described in the table below:

Value	Description
Bedrag speciale aanduiding 1 (This value is retrieved from the [HrPayroll.CountryFloat8] field)	MAX(HrPayroll.CountrySmallInt11) = 17
Bedrag speciale aanduiding 2 (This value is retrieved from the [HrPayroll.CountryFloat9] field)	MAX(HrPayroll.CountrySmallInt12) = 17
Bedrag speciale aanduiding 3 (This value is retrieved from the [HrPayroll.CountryFloat10] field)	MAX(HrPayroll.CountrySmallInt13) = 17

**Note:**

The [HrPayrollDeclarations.CountryFloat42] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat43** – Bedrag in wwv-uitkering begrepen alimentatie

The [HrPayrollDeclarations.CountryFloat43] field stores the amount retrieved from the payroll details of the resource. The [HrPayrollDeclarations.CountryFloat43] field can store one of the following values based on the conditions as described in the table below:

Value	Conditions
Bedrag speciale aanduiding 1 (This value is retrieved from the [HrPayroll.CountryFloat8] field)	MAX(HrPayroll.CountrySmallInt11) = 25
Bedrag speciale aanduiding 2 (This value is retrieved from the [HrPayroll.CountryFloat9] field)	MAX(HrPayroll.CountrySmallInt12) = 25
Bedrag speciale aanduiding 3 (This value is retrieved from the [HrPayroll.CountryFloat10] field)	MAX(HrPayroll.CountrySmallInt13) = 25

**Note:**

The [HrPayrollDeclarations.CountryFloat43] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat44** – Bedrag rechtstreeks betaalde alimentatie

The [HrPayrollDeclarations.CountryFloat44] field stores the amount retrieved from the payroll details of the resource. The [HrPayrollDeclarations.CountryFloat44] field can store one of the following values based on the conditions as described in the table below:

Value	Conditions
Bedrag speciale aanduiding 1 (This value is retrieved from the [HrPayroll.CountryFloat8] field)	MAX(HrPayroll.CountrySmallInt11) = 26
Bedrag speciale aanduiding 2 (This value is retrieved from the [HrPayroll.CountryFloat9] field)	MAX(HrPayroll.CountrySmallInt12) = 26
Bedrag speciale aanduiding 3 (This value is retrieved from the [HrPayroll.CountryFloat10] field)	MAX(HrPayroll.CountrySmallInt13) = 26

**Note:**

The [HrPayrollDeclarations.CountryFloat44] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat45** – Waarde privé-gebruik auto

The [HrPayrollDeclarations.CountryFloat45] field stores the amount determined based on the subtype 1401.

**Note:**

The [HrPayrollDeclarations.CountryFloat45] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat46** – Werknemersbijdrage privé-gebruik auto

The [HrPayrollDeclarations.CountryFloat46] field stores the amount determined based on the subtype 1402.

**Note:**

The [HrPayrollDeclarations.CountryFloat46] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat47** – Bedrag werkgeversbijdrage kinderopvang

The [HrPayrollDeclarations.CountryFloat47] field stores the amount determined based on the components where the field 'Aangifterubriek' is set to 'Vergoeding kinderopvang'.

**Note:**

The [HrPayrollDeclarations.CountryFloat47] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat48** – Gespaard bedrag levensloopregeling

The [HrPayrollDeclarations.CountryFloat48] field stores the amount determined based on the subtype 1510 and 1511.

**Note:**

The [HrPayrollDeclarations.CountryFloat48] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat49** – Bedrag vergoeding reiskosten

The [HrPayrollDeclarations.CountryFloat49] field stores the amount determined based on the subtype 1110 or subtype 1100, 1800, and 1810. In the situation of the last three subtypes, the field 'Soort regeling' must be set to 'RKV\_04'.

**Note:**

The [HrPayrollDeclarations.CountryFloat49] field is applicable for Nominatieve aangifte and as from 2007 for Werknemergegevens.

**CountryFloat50** – Toegepast bedrag levensloopverlofkorting

The [HrPayrollDeclarations.CountryFloat50] field stores the amount determined based on the subtype 3030.

**Note:**

The [HrPayrollDeclarations.CountryFloat50] field is applicable as from 2007 for Werknemergegevens.

**CountryInt1** – Volgnummer bericht

The [HrPayrollDeclarations.CountryInt1] field stores the unique serial number in the declaration.

**Note:**

The [HrPayrollDeclarations.CountryInt1] field is applicable for Bericht.

**CountryInt2** – Nummer inkomstenverhouding

The [HrPayrollDeclarations.CountryInt2] field stores the entered nummer inkomstenverhouding in maintenance resource. The value is retrieved from the [HrPayroll.CountrySmallInt18] (NLHrPayroll.lv\_nummer) field.

**Note:**

The [HrPayrollDeclarations.CountryInt2] field is applicable as from 2007 for Inkomstenverhouding.

**CountryNoYes1** – Indicatie regelmatig arbeidspatroon

The [HrPayrollDeclarations.CountryNoYes1] field stores the code retrieved from the 'Regelmatig arbeidspatroon' field. The value is retrieved from the [HrPayroll.CountryNoYes7] field. The [HrPayrollDeclarations.CountryNoYes1] field can store one of the following values:

Value	Description
0	N
1	J

**Note:**

The [HrPayrollDeclarations.CountryNoYes1] field is applicable until 2006 for Inkomstenperiode.

**CountryNoYes2** – Indicatie loonheffingskorting

The [HrPayrollDeclarations.CountryNoYes2] field stores the indication retrieved from the 'Regelmatig arbeidspatroon' field. The value is retrieved from the [HrPayroll.CountryTest3] field. The [HrPayrollDeclarations.CountryNoYes2] field can store one of the following values:

Value	Description
0	N (unchecked)
1	J (checked)

**Note:**

The [HrPayrollDeclarations.CountryNoYes2] field is applicable for Inkomstenperiode.

**CountryNoYes3** – Indicatie verzekerd WAO / Indicatie verzekerd WAO/IVA/WGA

The [HrPayrollDeclarations.CountryNoYes3] field stores the indication retrieved from the 'WAO' field. The value is retrieved from the [HrPayroll.CountryTest13] field. The [HrPayrollDeclarations.CountryNoYes3] field can store one of the following values:

Value	Description
J	Ja
N	Nee

**Note:**

The field caption 'Indicatie verzekerd WAO' is applicable until 2006 for Inkomstenperiode. The field caption 'Indicatie verzekerd WAO/IVA/WGA' is applicable as from 2007 for Inkomstenperiode.

**CountryNoYes4** – Indicatie verzekerd WW

The [HrPayrollDeclarations.CountryNoYes4] field stores the indication retrieved from the 'WW' field. The value is retrieved from the [HrPayroll.CountryTest11] field. The [HrPayrollDeclarations.CountryNoYes4] field can store one of the following values based on the conditions as described in the table below:

Value	Description	Conditions
J	Ja / Ja, geen franchise	[HrPayroll.CountryTest11] = [J, G]
N	Nee	[HrPayroll.CountryTest11] = N

**Note:**

The [HrPayrollDeclarations.CountryNoYes4] field is applicable for Inkomstenperiode.

**CountryNoYes5** – Indicatie verzekerd ZW

The [HrPayrollDeclarations.CountryNoYes5] field stores the indication retrieved from the 'ZW' field. The value is retrieved from the [HrPayroll.CountryTest12] field. The [HrPayrollDeclarations.CountryNoYes5] field can store one of the following values:

Value	Description
J	Ja
N	Nee

**Note:**

The [HrPayrollDeclarations.CountryNoYes5] field is applicable for Inkomstenperiode.

**CountryNoYes6** – Indicatie vakantiebon toegepast

The [HrPayrollDeclarations.CountryNoYes6] field stores the indication retrieved from the 'Vakantiebonnen' field. The value is retrieved from the [HrPayroll.CountryTest10] field. The [HrPayrollDeclarations.CountryNoYes6] field can store one of the following values based on the conditions as described in the table below:

Value	Description	Conditions
J	10 t/m 19 dagen / Vanaf 20 dagen	[HrPayroll.CountryTest10] = [2, 3]
N	Geen franchise / Minder dan 10 dagen	[HrPayroll.CountryTest10] = [0, 1]

**Note:**

The [HrPayrollDeclarations.CountryNoYes6] field is applicable for Inkomstenperiode.

**CountryNoYes7** – Indicatie loon bestaat mede uit een AOW uitkering voor alleenstaande

The [HrPayrollDeclarations.CountryNoYes7] field stores the indication retrieved from the 'Code speciale aanduiding 1', 'Code speciale aanduiding 2' and 'Code speciale aanduiding 3' fields. The [HrPayrollDeclarations.CountryNoYes7] field can store one of the following values based on the conditions as described in the table below:

Value	Conditions
J	[HrPayroll.CountrySmallInt11] = 71 OR [HrPayroll.CountrySmallInt12] = 71 OR [HrPayroll.CountrySmallInt13] = 71
N	Other than the above conditions

**Note:**

The [HrPayrollDeclarations.CountryNoYes7] field is applicable for Inkomstenperiode.

**CountryNoYes8** – Indicatie loon bestaat mede uit een WAJONG uitkering

The [HrPayrollDeclarations.CountryNoYes8] field stores the indication retrieved from the 'Code speciale aanduiding 1', 'Code speciale aanduiding 2' and 'Code speciale aanduiding 3' fields. The [HrPayrollDeclarations.CountryNoYes8] field can store one of the following values based on the conditions as described in the table below:

Value	Conditions
J	[HrPayroll.CountrySmallInt11] = 72 OR [HrPayroll.CountrySmallInt12] = 72 OR [HrPayroll.CountrySmallInt13] = 72
N	Other than the above conditions

**Note:**

The [HrPayrollDeclarations.CountryNoYes8] field is applicable for Inkomstenperiode.

**CountryNoYes9** – Indicatie personeelslening

The [HrPayrollDeclarations.CountryNoYes9] field stores the indication retrieved from the 'Code speciale aanduiding 1', 'Code speciale aanduiding 2' and 'Code speciale aanduiding 3' fields. The [HrPayrollDeclarations.CountryNoYes9] field can store one of the following values based on the conditions as described in the table below:

Value	Conditions
J	[HrPayroll.CountrySmallInt11] = 43 OR [HrPayroll.CountrySmallInt12] = 43 OR [HrPayroll.CountrySmallInt13] = 43
N	Other than the above conditions

**Note:**

The [HrPayrollDeclarations.CountryNoYes9] field is applicable for Inkomstenperiode.



**CountryNoYes10** – Indicatie vervoer vanwege inhoudingsplichtige

The [HrPayrollDeclarations.CountryNoYes10] field stores the indication retrieved from the 'Code speciale aanduiding 1', 'Code speciale aanduiding 2' and 'Code speciale aanduiding 3' fields. The [HrPayrollDeclarations.CountryNoYes10] field can store one of the following values based on the conditions as described in the table below:

Value	Conditions
J	[HrPayroll.CountrySmallInt11] = 03 OR [HrPayroll.CountrySmallInt12] = 03 OR [HrPayroll.CountrySmallInt13] = 03
N	Other than the above conditions

**Note:**

The [HrPayrollDeclarations.CountryNoYes10] field is applicable for Inkomstenperiode.

**CountryNoYes11** – Indicatie aanvulling op uitkering

The [HrPayrollDeclarations.CountryNoYes11] field stores the indication retrieved from the 'Bedrag uitkering' field. The [HrPayrollDeclarations.CountryNoYes11] field can store one of the following values based on the conditions as described in the table below:

Value	Conditions
J	[HrPayroll.CountryInt1] > 0
N	Other than the above condition

**Note:**

The [HrPayrollDeclarations.CountryNoYes11] field is applicable until 2006 for Inkomstenperiode.

**CountryTest1** – Type

The [HrPayrollDeclarations.CountryTest1] field stores the general type of declaration that is created. The [HrPayrollDeclarations.CountryTest1] field can store one of the following values:

Value	Description
A	Additional declaration (Aanvullende aangifte)
C	Correction declaration (Correctie aangifte)
V	Regular declaration (Volledige aangifte)

**CountryTest2** – Subtype

The [HrPayrollDeclarations.CountryTest2] field stores the type of declaration that is created for the resource. The [HrPayrollDeclarations.CountryTest2] field can store one of the following values:

Value	Description
0	Initial declaration (Inkomstenverhouding initieel)
1	Correction declaration (Inkomstenverhouding correctie)
2	Deletion declaration (Inkomstenverhouding intrekking)

**CountryTest3** – Code reddten einde inkomstenverhouding flexwerker

The [HrPayrollDeclarations.CountryTest3] field stores the code retrieved from the 'Einde dienstverband' field in the payroll details of the resource. The [HrPayrollDeclarations.CountryTest3] field can store one of the following values based on the conditions as described in the table below:

Value	Description	Conditions
0	Niet van toepassing	HrPayroll.CountryTest16 = 0
1	Einde werk/einde contract, geen werk aangeboden	HrPayroll.CountryTest16 = 5
2	Einde werk/einde contract, werk aangeboden	HrPayroll.CountryTest16 = 6
3	Geen einde werk/einde contract; lopend arbeidscontract	HrPayroll.CountryTest16 = 7
4	Inlener heeft opdracht ingetrokken	HrPayroll.CountryTest16 = 8
5	Uitzendkracht heeft ontslag genomen	HrPayroll.CountryTest16 = 9

**Note:**

The [HrPayrollDeclarations.CountryTest3] field is applicable for Inkomstenverhouding.

**CountryTest4** – Code contract onbepaalde / bepaalde tijd

The [HrPayrollDeclarations.CountryTest4] field stores the code retrieved from the 'Code contract' field. The value is retrieved from the [HrPayroll.Country8Char1] field. The [HrPayrollDeclarations.CountryTest4] field can store one of the following values:

Value	Description
B	Bepaalde tijd
C	Volgens contract
O	Onbepaalde tijd

**Note:**

The [HrPayrollDeclarations.CountryTest4] field is applicable for Inkomstenperiode.

**CountryTest5** – Code arbeidsgehandicaptenkorting

The [HrPayrollDeclarations.CountryTest5] field stores the code retrieved from the 'Arbeidsgehandicaptenkorting' field. The value is retrieved from the [HrPayroll.Country8Char6] field. The [HrPayrollDeclarations.CountryTest5] field can store one of the following values:

Value	Description
0	Geen gehandicaptenkorting
1	Arbeidsgehandicaptenkorting voor in dienst genomen jonggehandicapte
2	Arbeidsgehandicaptenkorting voor herplaatste jnggehandicapte
3	Arbeidsgehandicaptenkorting voor in dienst genomen arbeidsgehandicapte
4	Arbeidsgehandicaptenkorting voor herplaatste arbeidsgehandicapte

**Note:**

The [HrPayrollDeclarations.CountryTest5] field is applicable for Inkomstenperiode.

**CountryTest6** – Code reddten geen bijtelling auto

The [HrPayrollDeclarations.CountryTest6] field stores the code retrieved from the 'Code reddten geen bijtelling auto' field. The value is retrieved from the [HrPayroll.CountryTest31] field. The [HrPayrollDeclarations.CountryTest6] field can store one of the following values:

Value	Description
1	Afspraak via werkgever met belastingdienst
2	Werknemer heft beschikking belastingdienst (only available for 2006) Verklaring geen privé gebruik auto (available as from 2007)
3	Ander bewijs Ander bewijs personen- en bestelauto (available as from 2007)
4	Bwstelauto zonder prive gebruik (only available for 2006)
5	Doorlopen afwisselend gebruik bestelauto (available as from 2007)

**Note:**

The [HrPayrollDeclarations.CountryTest6] field is applicable for Inkomstenperiode.

**CountryTest7** – Code verzekeringssituatie Zvw

The [HrPayrollDeclarations.CountryTest7] field stores the code retrieved from the 'Code Zvw' field in the payroll details. The value is retrieved from the [HrPayroll.CountryTest32] field. The [HrPayrollDeclarations.CountryTest7] field can store one of the following values:

Value	Description
A	Niet verzekeringsplichtig
B	Niet verzekeringsplichtig (militair)
C	Verzekeringplichtig (normaal tarief)
D	Verzekeringplichtig (zeelieden)
E	Verzekeringplichtig (verlaagd tarief)
F	Verzekeringplichtig (meerdere tarieven)
G	Niet verzekeringsplichtig (Buitenlands artiest/sporter) (available as from 2007)
H	Verzekeringplichtig (Binnenlands artiest) (available as from 2007)
I	Niet verzekeringsplichtig (Bijdrage CVZ) (available as from 2007)

**Note:**

The [HrPayrollDeclarations.CountryTest7] field is applicable for Inkomstenperiode.

**CountryTest8** – Code incidentele inkomstenvermindering

The [HrPayrollDeclarations.CountryTest8] field stores the code retrieved from the 'Code inkomstenvermindering' field. The value is retrieved from the [HrPayroll.CountryTest26] field. The [HrPayrollDeclarations.CountryTest8] field can store one of the following values:

Value	Description
B	Bevalling of zwangerschap
O	Onbetaald verlof
Z	Ziekte

**Note:**

The [HrPayrollDeclarations.CountryTest8] field is applicable for Inkomstenperiode.

**CountryVarChar1** – Contactpersoon aanleveraar

The [HrPayrollDeclarations.CountryVarChar1] field stores the full name of the contact person.

**Note:**

The [HrPayrollDeclarations.CountryVarChar1] field is applicable for Bericht.

**CountryVarChar2** – Telefoonnummer aanleveraar

The [HrPayrollDeclarations.CountryVarChar2] field stores the phone number of the contact person.

**Note:**

The [HrPayrollDeclarations.CountryVarChar2] field is applicable for Bericht.

**CountryVarChar3** – Aanduiding inkomstenverhouding werkgever

The [HrPayrollDeclarations.CountryVarChar3] field stores the ID of the resource and the eventual extra indication that is entered in the payroll details (Aanduiding inkomstenverhouding). The value is retrieved from the [Humres.Res\_id] field and the [HrPayroll.CountrySmallInt17] field.

**Note:**

The [HrPayrollDeclarations.CountryVarChar3] field is applicable for Inkomstenverhouding.

**CountryVarChar4** – Code soort inkomen

The [HrPayrollDeclarations.CountryVarChar4] field stores the code retrieved from the 'Inkomenscode' field in the payroll details of the resource. The value is retrieved from the [HrPayroll.CountrySmallInt1] field.

**Note:**

The [HrPayrollDeclarations.CountryVarChar4] field is applicable for Inkomstenperiode.

**CountryVarChar5** – Code aard arbeidsverhouding

The [HrPayrollDeclarations.CountryVarChar5] field stores the code retrieved from the 'Inkomenscode' field in the payroll details of the resource. The [HrPayrollDeclarations.CountryVarChar5] field can store one of the following values based on the conditions as described in the table below:

Value	Conditions
1	MAX(HrPayroll.CountryNoYes6) = 1 OR Other than any of these conditions
2	MAX(HrPayroll.Country8Char5) = 01
3	MAX(HrPayroll.Country8Char5) = 13
4	MAX(HrPayroll.Country8Char5) = 10
5	MAX(HrPayroll.Country8Char5) = 05
6	MAX(HrPayroll.Country8Char5) = 08
7	MAX(HrPayroll.Country8Char5) = 04
8	MAX(HrPayroll.Country8Char5) = 06
9	MAX(HrPayroll.Country8Char5) = 02
10	MAX(HrPayroll.Country8Char5) = 03
11	MAX(HrPayroll.Country8Char5) = 07
12	MAX(HrPayroll.Country8Char5) = 09
13	MAX(HrPayroll.Country8Char5) = 26
14	MAX(HrPayroll.Country8Char5) = 11
17	MAX(HrPayroll.Country8Char5) = 22
18	MAX(HrPayroll.Country8Char5) = 23
19	MAX(HrPayroll.Country8Char5) = 24
78	MAX(HrPayroll.Country8Char5) = 25

**Note:**

The [HrPayrollDeclarations.CountryVarChar5] field is applicable for Inkomstenperiode.

**CountryVarChar6** – Code invloed verzekeringsplicht

The [HrPayrollDeclarations.CountryVarChar6] field stores the code retrieved from the 'Uitzonderingssituatie' field in the payroll details of the resource. The [HrPayrollDeclarations.CountryVarChar6] field can store one of the following values based on the conditions as described in the table below:

Value	Description	Conditions
A	Familie van de eigenaar	MAX(HrPayroll.CountryTest17) = 'F'
B	Vorige eigenaar	MAX(HrPayroll.CountryTest17) = 'V'
C	Directeur/groootaandeelhouder	MAX(HrPayroll.CountryTest17) = 'D'
D	Oproep/invalkracht zonder verplichting	MAX(HrPayroll.CountryTest17) = 'O'
E	Oproep/invalkracht met verplichting	MAX(HrPayroll.CountryTest17) = 'P'
MAX(HrPayroll.CountryTest17)		Other than the above conditions

**Note:**

The [HrPayrollDeclarations.CountryVarChar6] field is applicable for Inkomstenperiode.

**CountryVarChar7** – Code fase indeling F&Z

The [HrPayrollDeclarations.CountryVarChar7] field stores the code retrieved from the 'Code fase indeling F&Z' field. The value is retrieved from the [HrPayroll.Country8Char4] field. The [HrPayrollDeclarations.CountryVarChar7] field can store one of the following values:

Value	Description
0	Onbekend of n.v.t
1	Fase 1 (met uitzendbeding)
2	Fase 2 (met uitzendbeding)
3	Fase 3
4	Fase 4
5	Wettelijk regime
6	Ketensysteem
17	Fase A met uitzendbeding
18	Fase B
19	Fase C
38	Fase A zonder uitzendbeding, met loonuitsluiting
40	Fase A zonder uitzendbeding
41	Fase 1 zonder uitzendbeding
42	Fase 2 zonder uitzendbeding
C	Volgens contract

**Note:**

The [HrPayrollDeclarations.CountryVarChar7] field is applicable for Inkomstenperiode.

**CountryVarChar8 – Code CAO**

The [HrPayrollDeclarations.CountryVarChar8] field stores the code retrieved from the 'CAO' field. The [HrPayrollDeclarations.CountryVarChar8] field can store one of the following values based on the conditions as described in the table below:

Value	Conditions
9999	HrPayroll.CountryFloat21 = 0
HrPayroll.CountryFloat21	Other than the above condition

**Note:**

The [HrPayrollDeclarations.CountryVarChar8] field is applicable for Inkomstenperiode.

**CountryVarChar9** – Code loonbelastingtabel

The [HrPayrollDeclarations.CountryVarChar9] field stores the code for which the deduction of LB/PVV has been applied. The code is composed of three separate fields/figures.

- Soort tabel (eerste cijfer)

Value	Description
0	Tabel zonder herleidingsregels, werknemer zowel belasting – als premieplichtig
3	Werknemer alleen premieplichtig
5	Werknemer alleen belastingplichtig
6	Werknemer belastingplichtig en niet premieplichtig voor de AWBZ
7	Werknemer belastingplichtig en alleen premieplichtig voor de AWBZ

- Kleur tabel (tweede cijfer)

Value	Description
1	Wit
2	Groen

- Loontijdvak (derde cijfer)

Value	Description
0	Uitsluitend tabel voor bijzondere beloningen toegepast
1	Kwartaal
2	Maand
3	Week
4	4-weken
5	Dag

To particular situations, the following codes apply:

Value	Description
210	Aannemers van werk, thuiswerkers en gelijkgestelden
220	Binnenlandse artiesten of beroepssporters
221	Buitenlandse artiesten of beroepssporters (verlaagd tarief)
224	Buitenlandse artiesten gezelschappen en sportploegen
225	Buitenlandse beroepssporters met een verlaagd tarief op grond van een ministerieel besluit
226	Werknemer niet blastingplichtig en alleen premieplichtig voor de AWBZ
227	Werknemer niet belastingplichtig en alleen premieplichtig voor de ANW
228	Werknemer niet belastingplichtig en alleen premieplichtig voor de AOW/ANW
250	Uitkeringen bijstandspersentagetarief
940	52%-tarief in verband met anonieme werknemers
999	Overage gevallen waarin geen tabel is toegepast

**Note:**

The [HrPayrollDeclarations.CountryVarChar9] field is applicable for Inkomstenperiode.



**CountryVarChar10 – Sector**

The [HrPayrollDeclarations.CountryVarChar10] field stores the code retrieved from the 'Sector' field in the payroll details of the resource. The value is retrieved from the [HrPayroll.Country8Char2] field.

**Note:**

The [HrPayrollDeclarations.CountryVarChar10] field is applicable for Specificatie wachtgeldfondspremie (Wgf) and Sector risicogroep.

**CountryVarChar11 – Risicopremiegroep**

The [HrPayrollDeclarations.CountryVarChar11] field stores the code retrieved from the 'Premium group' field in the payroll details of the resource. The value is retrieved from the [HrPayroll.CountryTest19] field.

**Note:**

The [HrPayrollDeclarations.CountryVarChar11] field is applicable for Specificatie wachtgeldfondspremie (Wgf) and Sector risicogroep.

**CountryVarChar12 – Naam inhoudingsplichtige**

The [HrPayrollDeclarations.CountryVarChar12] field stores the name of the creditor (employer) that is linked to the reference number (Loonheffingnummer).

**Note:**

The [HrPayrollDeclarations.CountryVarChar12] field is applicable for Administrative eenheid.

**DeclarationDate – Datum/tijdstip aanmaak**

The [HrPayrollDeclarations.DeclarationDate] field stores the created date of the declaration. The [HrPayrollDeclarations.DeclarationDate] field will be filled with the system date if the declaration is processed.

**Note:**

The [HrPayrollDeclarations.DeclarationDate] field is applicable for Bericht.

**Reference – Bericht kenmerk aanleveraar**

The [HrPayrollDeclarations.Reference] field stores the external reference of the declaration for which the combination is Loonheffingnummer + payroll year + declaration period + declaration sequence.

**Note:**

The [HrPayrollDeclarations.Reference] field is applicable for Bericht.

**ReferenceNumber** – Loonheffingennummer

The [HrPayrollDeclarations.ReferenceNumber] field stores the reference number linked to the cost center of the various resources. The declaration belongs to only one Loonheffingennummer. The value is retrieved from the [Absence.Reference\_number] field where the [Absences.FreeTextField\_01] field = 'FISCAL' and the [Absences.FreeTextField\_02] field = the [Humres.CostCenter] field.

**Note:**

The [HrPayrollDeclarations.ReferenceNumber] field is applicable for Administratieve eenheid.

**Res\_id** – Res\_id

The [HrPayrollDeclarations.Res\_id] field stores the ID of the resource for which a declaration line must be created.

**Type** – Type

The [HrPayrollDeclarations.Type] field stores the type, either 'LA' or 'OLP'.

# 51. DIVISIONPEOPLE – DIVISION PEOPLE

## 51.1 GENERAL DESCRIPTION

The [DivisionPeople] table stores the information of the people in the division.

## 51.2 DIVISIONPEOPLE FIELD DETAILS

### **Assistant** – Assistant

The [DivisionPeople.Assistant] field stores the assistant of the person.

### **BackOfficeBlocked** – Back office

The [DivisionPeople.BackOfficeBlocked] field indicates whether the person can access the administration. The value “0” indicates the person cannot access the administration. The value “1” indicates the person can access the administration.

### **ContractEndDate** – Contract end date

The [DivisionPeople.ContractEndDate] field stores the end date of the employment contract of the person.

### **CostCenter** – Cost center

The [DivisionPeople.CostCenter] field stores the cost center of the person.

### **CostUnit** – Cost unit

The [DivisionPeople.CostUnit] field stores the cost unit of the person.

### **CurrentRating** – Current rating

The [DivisionPeople.CurrentRating] field stores the current rating of the person.

### **Division** – Division

The [DivisionPeople.Division] field stores the division.

### **DivisionDebtorID** – Division debtor ID

The [DivisionPeople.DivisionDebtorID] field stores the ID of the division debtor.

### **DivisionCreditorID** – Division creditor ID

The [DivisionPeople.DivisionCreditorID] field stores the ID of the division creditor.

### **Email** – Email

The [DivisionPeople.Email] field stores the email address of the person.

### **Extension** – Extension

The [DivisionPeople.Extension] field stores the extension number of the person.

### **Fax** – Fax

The [DivisionPeople.Fax] field stores the fax number of the person.

**FTE – Full Time-Equivalent**

The [DivisionPeople.FTE] field stores the Full Time-Equivalent factor for the vacancy.

**ID - ID**

The [DivisionPeople.ID] field stores the system generated database record identification number. This field is not functionally used.

**Inactive – Inactive**

The [DivisionPeople.Inactive] field stores the date on which the person resigned or was terminated from employment.

**InternalRate – Internal rate**

The [DivisionPeople.InternalRate] field stores the internal rate for the division.

**InvoiceLimit – Invoice limit**

The [DivisionPeople.InvoiceLimit] field stores the invoice limit of the person.

**JobLevel – Job level**

The [DivisionPeople.JobLevel] field stores the job level of the person.

**JobTitle – Job title**

The [DivisionPeople.JobTitle] field stores the job title of the person.

**Location – Location**

The [DivisionPeople.Location] field stores the location of the person.

**MainDivision – Main division**

The [DivisionPeople.MainDivision] field indicates whether the division is the main division. The value “0” indicates the division is not the main division. The value “1” indicates the division is the main division.

**MainLocation – Main location**

The [DivisionPeople.MainLocation] field stores the main location of the person.

**Manager – Manager**

The [DivisionPeople.Manager] field stores the manager of the person.

**Mobile – Mobile number**

The [DivisionPeople.Mobile] field stores the mobile number of the person.

**PersonID – Person ID**

The [DivisionPeople.PersonID] field stores the ID of the person in the division.

**Phone – Phone number**

The [DivisionPeople.Phone] field stores the phone number of the person.

**PreviousRating – Previous rating**

The [DivisionPeople.PreviousRating] field stores the previous rating of the person.

**PurchaseLimit – Purchase limit**

The [DivisionPeople.PurchaseLimit] field stores the purchase limit of the person.

**Rate – Rate**

The [DivisionPeople.Rate] field stores the rate for the division.

**Reason – Reason**

The [DivisionPeople.Reason] field stores the reason for the resignation or termination of the person.

**RMALimit – Return to merchant authorization limit**

The [DivisionPeople.RMALimit] field stores the return to merchant authorization (RMA) limit of the person.

**Room – Room**

The [DivisionPeople.Room] field stores the room number of the person.

**SalesLimit – Sales limit**

The [DivisionPeople.SalesLimit] field stores the sales limit of the person.

**SecurityLevel – Security level**

The [DivisionPeople.SecurityLevel] field stores the security level of the person.

**StartDate – Start date**

The [DivisionPeople.StartDate] field stores the start date of the employment of the person.

**Status – Status**

The [DivisionPeople.Status] field stores the status of the person.

**Syscreated – Created date and time**

The [DivisionPeople.Syscreated] field stores the date and time the person data was created.

**Syscreator – Creator**

The [DivisionPeople.Syscreator] field stores the resource who created the person data. The [DivisionPeople.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified – Modified date and time**

The [DivisionPeople.Sysmodified] field stores the date and time the person data was last modified. Initially, this field contains the creation date.

**Sysmodifier – Modifier**

The [DivisionPeople.Sysmodifier] field stores the resource who last modified the person data.. Initially, this field contains the creator as stored in the [Humres.Syscreator] field. The [DivisionPeople.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**Type – Type**

The [DivisionPeople.Type] field stores the type of employment for the person. The [DivisionPeople.Type] field stores the following values:

Value	Description
C	Contractor
E	Employee
S	Student
T	Temporary

## 52. HRMPERSONALOBJECTIVES – HRM PERSONAL OBJECTIVES

### 52.1 GENERAL DESCRIPTION

The [HRMPersonalObjectives] table stores the personal objectives for the performance reviews.

### 52.2 HRMPERSONALOBJECTIVES FIELD DETAILS

**DateCreated** – Date created

The [HRMPersonalObjectives.DateCreated] field stores the date the personal objective was created.

**DateValue** – Date value

The [HRMPersonalObjectives.DateValue] field stores the date of the date value for the personal objective.

**Description** – Description

The [HRMPersonalObjectives.Description] field stores the description of the personal objective.

**DoubleValue** – Double value

The [HRMPersonalObjectives.DoubleValue] field stores the decimal value of the personal objective.

**GuidValue** – Guid value

The [HRMPersonalObjectives.GuidValue] field stores the list of selection values for the personal objective.

**HeaderID** – Header ID

The [HRMPersonalObjectives.HeaderID] field stores the GUID value that stores the relation between the personal objective header and the personal objective.

**ID** – ID

The [HRMPersonalObjectives.ID] field stores the system generated database record identification number. This field is not functionally used.

**ProfileID** – Profile ID

The [HRMPersonalObjectives.ProfileID] field stores the GUID value that stores the relation between the personal objective header, personal objective, and performance review profile.

**Remark** – Remark

The [HRMPersonalObjectives.Remark] field stores the remark of the personal objective.

**SelectionValue** – Selection value

The [HRMPersonalObjectives.SelectionValue] field stores the selection value for the personal objective.

**Status – Status**

The [HRMPersonalObjectives.Status] field stores the rating status of the personal objective. The [HRMPersonalObjectives.Status] field stores the following values:

Value	Description
N	No rating (default value)
F	Final rating
D	Draft rating

**StringValue – String value**

The [HRMPersonalObjectives.StringValue] field stores the string value of the personal objective.

**Syscreated – Created date and time**

The [HRMPersonalObjectives.Syscreated] field stores the date and time the personal objective was created.

**Syscreator – Creator**

The [HRMPersonalObjectives.Syscreator] field stores the resource who created the personal objective. The [HRMPersonalObjectives.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified – Modified date and time**

The [HRMPersonalObjectives.Sysmodified] field stores the date and time the personal objective was last modified. Initially, this field contains the creation date.

**Sysmodifier – Modifier**

The [HRMPersonalObjectives.Sysmodifier] field stores the resource who last modified the personal objective. Initially, this field contains the creator as stored in the [Humres.Syscreator] field. The [HRMPersonalObjectives.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**YesNoValue – Yes no value**

The [HRMPersonalObjectives.YesNoValue] field stores the date and time for the date and time value of the personal objective.

# 53. HRMACTIVITYCOMPETENCELINKS – HRM ACTIVITY COMPETENCE LINKS

## 53.1 GENERAL DESCRIPTION

The [HRMActivityCompetenceLinks] table stores the relations of the job activities and competence profiles with the job level.

## 53.2 HRMACTIVITYCOMPETENCELINKS FIELD DETAILS

### **Active** – Active

The [HRMActivityCompetenceLinks.Active] field stores the status of the competence link.

### **Competence** – Competence

The [HRMActivityCompetenceLinks.Competence] field stores the GUID value that belongs to the competence link.

### **CompetenceGroup** – Competence group

The [HRMActivityCompetenceLinks.CompetenceGroup] field stores the GUID value that belong to the competence group.

### **ID** – ID

The [HRMActivityCompetenceLinks.ID] field stores the system generated database record identification number. This field is not functionally used.

### **JobActivity** – Job activity

The [HRMActivityCompetenceLinks.JobActivity] field stores the job activity ID.

### **JobLevel** – Job level

The [HRMActivityCompetenceLinks.JobLevel] field stores the level of the job activity.

### **Syscreated** – Created date and time

The [HRMActivityCompetenceLinks.Syscreated] field stores the date and time the activity competence link was created.

### **Syscreator** – Creator

The [HRMActivityCompetenceLinks.Syscreator] field stores the resource who created the activity competence link. The [HRMActivityCompetenceLinks.Syscreator] field refers to the [Humres.Res\_ID] field.

### **Sysmodified** – Modified date and time

The [HRMActivityCompetenceLinks.Sysmodified] field stores the date and time the activity competence link was last modified. Initially, this field contains the creation date.



**Sysmodifier – Modifier**

The [HRMActivityCompetenceLinks.Sysmodifier] field stores the resource who last modified the activity competence link. Initially, this field contains the creator as stored in the [Humres.Syscreator] field. The [HRMActivityCompetenceLinks.Sysmodifier] field refers to the [Humres.Res\_ID] field.

# 54. HRMPERSONALOBJECTIVEHEADERS – PERSONAL OBJECTIVE HEADERS

## 54.1 GENERAL DESCRIPTION

The [HRMPersonalObjectiveHeaders] table stores the personal objectives header for the performance review.

## 54.2 HRMPERSONALOBJECTIVEHEADERS FIELD DETAILS

### **CompetenceID** – Competence ID

The [HRMPersonalObjectiveHeaders.CompetenceID] field stores the GUID value to store the relation between the personal objective header and performance review indicator.

### **ID** – ID

The [HRMPersonalObjectiveHeaders.ID] field stores the system generated database record identification number. This field is not functionally used.

### **ProfileID** – Profile ID

The [HRMPersonalObjectiveHeaders.ProfileID] field stores the GUID value to store the relation between the personal objective header and performance review profile.

### **Syscreated** – Created date and time

The [HRMPersonalObjectiveHeaders.Syscreated] field stores the date and time the personal objective header was created.

### **Syscreator** – Creator

The [HRMPersonalObjectiveHeaders.Syscreator] field stores the resource who created the personal objective header. The [HRMPersonalObjectiveHeaders.Syscreator] field refers to the [Humres.Res\_ID] field.

### **Sysmodified** – Modified date and time

The [HRMPersonalObjectiveHeaders.Sysmodified] field stores the date and time the personal objective header was last modified. Initially, this field contains the creation date.

### **Sysmodifier** – Modifier

The [HRMPersonalObjectiveHeaders.Sysmodifier] field stores the resource who last modified the personal objective header. Initially, this field contains the creator as stored in the [Humres.Syscreator] field. The [HRMPersonalObjectiveHeaders.Sysmodifier] field refers to the [Humres.Res\_ID] field.

# 55. TIMELINEPERSONALINFO – TIMELINE PERSONAL INFORMATION

## 55.1 GENERAL DESCRIPTION

The [TimelinePersonalInfo] table stores the customization of the personal information for the timeline.

## 55.2 TIMELINEPERSONALINFO FIELD DETAILS

### **ID – ID**

The [TimelinePersonalInfo.ID] field stores the system generated database record identification number. This field is not functionally used.

### **PersonalInfoXML – Personal information XML**

The [TimelinePersonalInfo.PersonalInfoXML] field stores the XML value of the fields to be customized in the social collaboration timeline.

### **ResourceID – Resource ID**

The [TimelinePersonalInfo.ResourceID] field stores the ID of the person.

# 56. TIMELINECOVERPHOTOS – TIMELINE COVER PHOTOS

## 56.1 GENERAL DESCRIPTION

The [TimelineCoverPhotos] table stores the picture of the cover photo for the timeline.

## 56.2 TIMELINECOVERPHOTOS FIELD DETAILS

### **ID – ID**

The [TimelineCoverPhotos.ID] field stores the system generated database record identification number. This field is not functionally used.

### **Picture – Picture**

The [TimelineCoverPhotos.Picture] field stores the binary file of the uploaded photo.

### **PictureFileName – Picture file name**

The [TimelineCoverPhotos.PictureFileName] field stores the file name of the uploaded photo.

### **ResourceID – Resource ID**

The [TimelineCoverPhotos.ResourceID] field stores the ID of the resource.

# 57. PAYROLL PLUS SOLUTION

## 57.1 PAYROLLPLUSCOMPONENTS – PAYROLL PLUS COMPONENTS

### 57.1.1 General description

The [PayrollPlusComponents] table stores the payroll components that have been synchronized from the Exact Payroll Plus solution.

**Note:**

The [PayrollPlusComponents] table is only applicable for the Exact Payroll Plus solution.

### 57.1.2 PayrollPlusComponents field details

**Code – Code**

The [PayrollPlusComponents.Code] field stores the code of the payroll component.

**Description – Description**

The [PayrollPlusComponent.Description] field stores the description of the payroll component.

**ID – ID**

The [PayrollPlusComponents.ID] field stores the system generated database record identification number. This field is not functionally used.

**Syscreated – Created date and time**

The [PayrollPlusComponent.Syscreated] field stores the date and time the payroll component was created.

**Syscreator – Creator**

The [PayrollPlusComponent.Syscreator] field stores the resource who created the payroll component. The [PayrollPlusComponents.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified – Modified date and time**

The [PayrollPlusComponent.Sysmodified] field stores the date and time the payroll component was last modified. Initially, this field contains the creation date.

**Sysmodifier – Modifier**

The [PayrollPlusComponent.Sysmodifier] field stores the resource who last modified the payroll component. Initially, this field contains the creator as stored in the [Humres.Syscreator] field. The [PayrollPlusComponents.Sysmodifier] field refers to the [Humres.Res\_ID] field.

## 57.2 PAYROLLPLUSCATEGORIES – PAYROLL PLUS CATEGORIES

### 57.2.1 General description

The [PayrollPlusCategories] tables stores the payroll categories that have been synchronized from the Exact Payroll Plus solution. The payroll categories are assigned to the employees in the Payroll Plus solution via the organization configuration.

**Note:**

The [PayrollPlusCategories] table is only applicable for the Exact Payroll Plus solution.

### 57.2.2 PayrollPlusCategories field details

**Code – Code**

The [PayrollPlusCategories.Code] field stores the code for the payroll category.

**Description – Description**

The [PayrollPlusCategories.Description] field stores the description of the payroll category.

**ID – ID**

The [PayrollPlusCategories.ID] field stores the system generated database record identification number. This field is not functionally used.

**Syscreated – Created date and time**

The [PayrollPlusCategories.Syscreated] field stores the date and time the payroll category was created.

**Syscreator – Creator**

The [PayrollPlusCategories.Syscreator] field stores the resource who created the payroll category. The [PayrollPlusCategories.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified – Modified date and time**

The [PayrollPlusCategories.Sysmodified] field stores the date and time the payroll category was last modified. Initially, this field contains the creation date.

**Sysmodifier – Modifier**

The [PayrollPlusCategories.Sysmodifier] field stores the resource who last modified the payroll category. Initially, this field contains the creator as stored in the [Humres.Syscreator] field. The [PayrollPlusCategories.Sysmodifier] field refers to the [Humres.Res\_ID] field.

## 57.3 PAYROLLPLUSDEPARTMENTS – PAYROLL PLUS DEPARTMENTS

### 57.3.1 General description

The [PayrollPlusDepartments] table stores the departments that have been synchronized from Exact Payroll Plus. The employees in Exact Payroll Plus will be assigned to a department via the organization configuration.

**Note:**

The [PayrollPlusDepartments] table is only applicable for the Exact Payroll Plus solution.

### 57.3.2 PayrollPlusDepartments field details

**DepartmentID** – Department ID

The [PayrollPlusDepartments.DepartmentID] field stores the ID of the department.

**Description** – Description

The [PayrollPlusDepartments.Description] field stores the description of the department. The description can be configured in Exact Payroll Plus.

**ID** – ID

The [PayrollPlusDepartments.ID] field stores the system generated database record identification number. This field is not functionally used.

**Syscreated** – Created date and time

The [PayrollPlusDepartments.Syscreated] field stores the date and time the department was created.

**Syscreator** – Creator

The [PayrollPlusDepartments.Syscreator] field stores the resource who created the department. The [PayrollPlusDepartments.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified** – Modified date and time

The [PayrollPlusDepartments.Sysmodified] field stores the date and time the department was last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [PayrollPlusDepartments.Sysmodifier] field stores the resource who last modified the department. Initially, this field contains the creator as stored in the [Humres.Syscreator] field. The [PayrollPlusDepartments.Sysmodifier] field refers to the [Humres.Res\_ID] field.

## 57.4 PAYROLLPLUSFUNCTIONS – PAYROLL PLUS FUNCTIONS

### 57.4.1 General description

The [PayrollPlusFunctions] table stores the functions that have been synchronized from Exact Payroll Plus. The employees in Exact Payroll Plus will be assigned to a function via the organization configuration.

**Note:**

The [PayrollPlusFunctions] table is only applicable for the Exact Payroll Plus solution.

### 57.4.2 PayrollPlusFunctions field details

**Description – Description**

The [PayrollPlusFunctions.Description] field stores the description of the function. The description is configured in Exact Payroll Plus.

**FunctionID – Function ID**

The [PayrollPlusFunctions.FunctionID] field stores the ID of the function.

**ID – ID**

The [PayrollPlusFunctions.ID] field stores the system generated database record identification number. This field is not functionally used.

**Syscreated – Created date and time**

The [PayrollPlusFunctions.Syscreated] field stores the date and time the function was created.

**Syscreator – Creator**

The [PayrollPlusFunctions.Syscreator] field stores the resource who created the function. The [PayrollPlusFunctions.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified – Modified date and time**

The [PayrollPlusFunctions.Sysmodified] field stores the date and time the function was last modified. Initially, this field contains the creation date.

**Sysmodifier – Modifier**

The [PayrollPlusFunctions.Sysmodifier] field stores the resource who last modified the function. Initially, this field contains the creator as stored in the [Humres.Syscreator] field. The [PayrollPlusFunctions.Sysmodifier] field refers to the [Humres.Res\_ID] field.



## 57.5 PAYROLLPLUSEMPLOYEES – PAYROLL PLUS EMPLOYEES

### 57.5.1 General description

The [PayrollPlusEmployees] table stores the employees that have been synchronized from Exact Payroll Plus. The employees in Exact Payroll Plus will be assigned to a function via the organization configuration.

**Note:**

The [PayrollPlusEmployees] table is only applicable for the Exact Payroll Plus solution.

### 57.5.2 PayrollPlusEmployees field details

**DepartmentID** – Department ID

The [PayrollPlusEmployees.DepartmentID] field stores the department ID of the employee.

**EndDate** – End date

The [PayrollPlusEmployees.EndDate] field stores the end date of the employee.

**FunctionID** – Function ID

The [PayrollPlusEmployees.FunctionID] field stores the function ID of the employee.

**ID** – ID

The [PayrollPlusEmployees.ID] field stores the system generated database record identification number. This field is not functionally used.

**ResourceID** – Resource ID

The [PayrollPlusEmployees.ResourceID] field stores the ID of the employee. The [PayrollPlusEmployees.ResourceID] field refers to the [Humres.Res\_ID] field.

**StartDate** – Start date

The [PayrollPlusEmployees.StartDate] field stores the start date of the employee.

**Syscreated** – Created date and time

The [PayrollPlusEmployees.Syscreated] field stores the date and time the employee was created.

**Syscreator** – Creator

The [PayrollPlusEmployees.Syscreator] field stores the resource who created the employee. The [PayrollPlusEmployees.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified** – Modified date and time

The [PayrollPlusEmployees.Sysmodified] field stores the date and time the employee was last modified. Initially, this field contains the creation date.

**Sysmodifier** – Modifier

The [PayrollPlusEmployees.Sysmodifier] field stores the resource who last modified the employee. Initially, this field contains the creator as stored in the [Humres.Syscreator] field. The [PayrollPlusEmployees.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**TeamHours** – Team hours

The [PayrollPlusEmployees.TeamHours] field stores the hours of the team.

## 57.6 PAYROLLPLUSEMPOYERCOSTS – PAYROLL PLUS EMPLOYER COSTS

### 57.6.1 General description

The [PayrollPlusEmployerCosts] table stores the costs of the employer in Exact Payroll Plus.

**Note:**

The [PayrollPlusEmployees] table is only applicable for the Exact Payroll Plus solution.

### 57.6.2 PayrollPlusEmployerCosts field details

**Code – Code**

The [PayrollPlusEmployerCosts.Code] field stores the code of the employer cost. The [PayrollPlusEmployerCosts.Code] field stores the following values:

Value	Description
-1	Reduced costs to the employer
0	No costs
1	Increased costs to the employer

**Description – Description**

The [PayrollPlusEmployerCosts.Description] field stores the description of the employer cost.

**ID – ID**

The [PayrollPlusEmployerCosts.ID] field stores the system generated database record identification number. This field is not functionally used.

**TermID – Term ID**

The [PayrollPlusEmployerCosts.TermID] fields stores the term ID of the description.

## 57.7 PAYROLLPLUSWAGERESULTS – PAYROLL PLUS WAGE RESULTS

### 57.7.1 General description

The [PayrollPlusWageResults] table stores the transactions of the wages that have been synchronized from Exact Payroll Plus.

**Note:**

The [PayrollPlusWageResults] table is only applicable for the Exact Payroll Plus solution.

### 57.7.2 PayrollPlusWageResults field details

**CategoryCode** – Category code

The [PayrollPlusWageResults.CategoryCode] field stores the category code of the wages.

**ClientNumber** – Client number

The [PayrollPlusWageResults.ClientNumber] field stores the rate of the client number for the employer.

**ComponentCode** – Component code

The [PayrollPlusWageResults.ComponentCode] field stores the component code of the payroll.

**Content** – Content

The [PayrollPlusWageResults.Content] field stores the amount of the wage data (in Euros).

**ContentRate** – Content rate

The [PayrollPlusWageResults.ContentRate] field stores the rate of the wage data amount.

**DepartmentID** – Department ID

The [PayrollPlusWageResults.DepartmentID] field stores the department ID of the resource.

**EmployerCost** – Employer cost

The [PayrollPlusWageResults.EmployerCost] field stores the cost of the employer.

**FunctionID** – Function ID

The [PayrollPlusWageResults.FunctionID] field stores the function ID of the resource.

**ID** – ID

The [PayrollPlusWageResults.ID] field stores the system generated database record identification number. This field is not functionally used.

**PayrollNo** – Payroll number

The [PayrollPlusWageResults.PayrollNo] field stores the Loket payroll number “EE”.

**ResourceID** – Resource ID

The [PayrollPlusWageResults.ResourceID] field stores the ID of the resource. The [PayrollPlusWageResults.ResourceID] field refers to the [Humres.Res\_ID] field.

**RunPeriod** – Run period

The [PayrollPlusWageResults.RunPeriod] field stores the running period of the payroll.

**RunSequence** – Run sequence

The [PayrollPlusWageResults.RunSequence] field stores the running sequence of the payroll.

**RunYear – Run year**

The [PayrollPlusWageResults.RunYear] field stores the running year of the payroll.

**Syscreated – Created date and time**

The [PayrollPlusWageResults.Syscreated] field stores the date and time the result of the wage was created.

**Syscreator – Creator**

The [PayrollPlusWageResults.Syscreator] field stores the resource who created the wage result. The [PayrollPlusWageResults.Syscreator] field refers to the [Humres.Res\_ID] field.

**Sysmodified – Modified date and time**

The [PayrollPlusWageResults.Sysmodified] field stores the date and time the wage result was last modified. Initially, this field contains the creation date.

**Sysmodifier – Modifier**

The [PayrollPlusWageResults.Sysmodifier] field stores the resource who last modified the wage result. Initially, this field contains the creator as stored in the [Humres.Syscreator] field. The [PayrollPlusWageResults.Sysmodifier] field refers to the [Humres.Res\_ID] field.

**WagePeriod – Wage period**

The [PayrollPlusWageResults.WagePeriod] field stores the financial period of the wages.

**WageYear – Wage year**

The [PayrollPlusWageResults.WageYear] field stores the financial year of the wages.

## 58. FIELD PROPERTIES

### 58.1 HUMRES

This section will give a technical overview of the database fields and the way they are used. If the field described has a reference to another table or field, the referenced field is also mentioned.

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Absent	Out of office		int	4	No	216	0
Addr_no	Address number		nchar	10	Yes	3718	
Addr_xtra	Suffix		nchar	10	Yes	13762	
AdjustedHireDate	Adjusted Hire Date		datetime	8	Yes		
Adres1	Address 1		nvarchar	60	Yes	9163	
Adres2	Address 2		nvarchar	60	Yes	9180	
Adv_code	Processed flag		nchar	1	Yes	13336	
Affix	Suffix title		nvarchar	64	Yes	0	
AnnualSalary	Annual salary		float	8	No		0.0
ApplicationStage	Vacation Application Stage		nchar	1	Yes		
Assistant	Assistant	Humres.Res_ID	int	4	No	54	0
AttachmentID	Attachment ID		uniqueidentifier	16	Yes		
AttachmentType	Attachment type		nchar	1	Yes		
BackOfficeBlocked	Blocked for back office		tinyint	1	No	15	0
Bankac_0	Bank account number 1 (default)	Bnkacc.Banknr, Bnkkop.Bank_rek	nvarchar	34	Yes		
Bankac_1	Bank account number 2	Bnkacc.Banknr, Bnkkop.Bank_rek	nvarchar	34	Yes		
BankingLimit	Payment limit		float	8	No	673	0.0
Birth_Affix	Birth name suffix title		nvarchar	64	Yes	0	
Birth_Prefix	Birth name prefix		nvarchar	64	Yes	0	
Blocked	Blocked		tinyint	1	No	1267	0
BTW_Nummer	VAT number		nvarchar	20	Yes	1138	
Buyer	Buyer		tinyint	1	No	3691	0
ChildBirthDate1	Date of birth child 1		datetime	8	Yes		
ChildBirthDate2	Date of birth child 2		datetime	8	Yes		
ChildBirthDate3	Date of birth child 3		datetime	8	Yes		
ChildBirthDate4	Date of birth child 4		datetime	8	Yes		
ChildBirthDate5	Date of birth child 5		datetime	8	Yes		
ChildName1	Name child 1		nvarchar	64	Yes		
ChildName2	Name child 2		nvarchar	64	Yes		
ChildName3	Name child 3		nvarchar	64	Yes		
ChildName4	Name child 4		nvarchar	64	Yes		
ChildName5	Name child 5		nvarchar	64	Yes		
Classification	Classification		nchar	3	Yes	440	
Cmp_wwn	Account Guid		uniqueidentifier	16	Yes		
Comp	Division	Bedryf.Bednr	nchar	3	Yes	64	
Cont_End_Date	Contract end date		datetime	8	Yes	30514	
CostCenter	Cost center	Kstpl.KstplCode	nchar	8	Yes	8494	
CrCard_expd	Credit card expiry date		datetime	8	Yes	18268	
CrCard_no	Credit card number		nvarchar	30	Yes	29644	
CrCard_Type	Credit card type		nchar	1	Yes	29643	
Crdr	Creditor number	Cicmpy.Crdr	nvarchar	30	Yes	1588	
Description	Description						
DateOfDead	Date of death		datetime	8	Yes		
Division	Division		smallint	2	Yes	64	
Email	E-mail address		nvarchar	255	Yes	24725	
Emp_stat	Employess status	ResourceStatus.Status	nchar	1	Yes	4332	
Emp_statd	Employee status date		datetime	8	Yes	30155	

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Emp_Type	Employee type		nchar	1	Yes	3801	
Extra_code	Extra code		nvarchar	12	Yes	2961	
Extra_text	Extra text		nvarchar	20	Yes	2960	
Exttar	External rate		float	8	No	9503	0.0
Faxnr	Fax number		nvarchar	25	Yes	5793	
First_name	First name		nvarchar	64	Yes	1673	
Freefield1	Free field 1		nvarchar	50	Yes	28138	
Freefield2	Free field 2		nvarchar	50	Yes	28154	
Freefield3	Free field 3		nvarchar	50	Yes	28157	
Freefield4	Free field 4		nvarchar	50	Yes	28192	
Freefield5	Free field 5		nvarchar	50	Yes	28227	
Freefield6	Free field 6		datetime	8	Yes	28280	
Freefield7	Free field 7		datetime	8	Yes	28409	
Freefield8	Free field 8		datetime	8	Yes	28531	
Freefield9	Free field 9		datetime	8	Yes	28539	
Freefield10	Free field 10		datetime	8			
Freefield11	Free field 11		float	8			
Freefield12	Free field 12		float	8			
Freefield13	Free field 13		float	8			
Freefield14	Free field 14		float	8			
Freefield15	Free field 15		float	8			
Freefield16	Free field 16		tinyint	1	No	27022	0
Freefield17	Free field 17		tinyint	1	No	27021	0
Freefield18	Free field 18		tinyint	1	No	26588	0
Freefield19	Free field 19		tinyint	1	No	26591	0
Freefield20	Free field 20		tinyint	1	No	26604	0
Fte	FTE		float	8	No	30024	0.0
Fullname	Full name		nvarchar	64	Yes	23700	
Funcnivo	Previous rating		nchar	4	Yes	15559	
Geb_dat	Date of birth		datetime	8	Yes	3026	
Geb_pl	Place of birth		nvarchar	30	Yes	23695	
HomePageURL	Homepage		nvarchar	255	Yes		
ID	ID		int	4	No		
Identiteit	Identity		nvarchar	20	Yes	13205	
Initialen	Initials		nchar	10	Yes	1337	
Internetac	ISP account		nvarchar	60	Yes	25174	
InternetURL	Internet		nvarchar	255	Yes		
Inttar	Internal rate		float	8	No	2971	0.0
InvoiceLimit	Sales invoice limit		float	8	No	13377	0.0
ISO_Taalcd	ISO language	Taal.Taalcode	nchar	3	Yes	1675	
IsPersonalAccount	Personal account		tinyint	1	Yes	32010	0
ItemCode	Item code	Items.ItemCode	nvarchar	30	Yes	1102	
Job_level	Security level		int		No	209	0
Job_title	Job title	Hrjbtl.Job_title	nVarchar	12	Yes	29537	
JobCategory	Job category		nchar	10	Yes	18201	
Kamer	Room		nchar	10	Yes	14561	
Kstdr_Code	Cost unit	Kstdr.kstdrcode	nchar	8	Yes	1194	
Land_ISO	ISO country	Land.LandCode	nchar	3	Yes	2356	
Land_ISO2	Country of origin	Land.LandCode	nchar	3	Yes	1970	
Ldatindienst	Employment start date		datetime	8	Yes	3028	
Ldatuitdienst	Departure date		datetime	8	Yes	3029	
Loc	Location	HrLoc.Loc	nchar	10	Yes	18818	
Maiden_Name	Maiden name		nvarchar	30	Yes	11310	
Mail	E-mail		nvarchar	100	Yes	5804	
MainLoc	Main location	HrLoc.Loc	nchar	10	Yes	6995	
Mar_Date	Date marital status		datetime	8	Yes	31250	
Mar_stat	Marital state		nchar	1	Yes	13288	
Middle_Name	Middle name		nvarchar	30	Yes	30003	
Mobile_Short	Mobile shortcut		nvarchar	15	Yes	0	
MSNID	MSN ID		nvarchar	60	Yes		
Mv1	Gender		nchar	1	Yes	30718	
Nat	Nationality	Land.LandCode	nchar	3	Yes	29282	
Notes	Notes	Notes.ID	int	4	Yes		
OfficialName	Official name		nchar	3	No		01
OldNTFullName	Old NT full name		nvarchar	64	Yes		
ParentID	Master resource	Humres.Res_ID	int	4	No		0
Partner	Partner		nvarchar	64	Yes		
PartnerBirthDate	Date of birth partner		datetime	8	Yes		
Payempl	Payroll employee		tinyint	1	No	30867	0

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Picture	Picture		varbinary	Max	Yes		
PictureFileName	Picture file name		nvarchar	128	Yes		
PictureThumbnail	Picture thumbnail		varbinary	Max	Yes		
PictureThumbnailFilename	Picture thumbnail file name		nvarchar	128	Yes		
PortalCreator	Portal Creator		int	4	No		0
Postcode	Postal code		nvarchar	20	Yes	1664	
Prafd_Code	Department code		nchar	8	Yes	5652	
PredCode	Title	Pred.PredCode	nchar	4	Yes	1672	
PredCode2	Second title		nvarchar	64	Yes	10435	
Prefix	Prefix		nvarchar	64	Yes	64847	
Prob_endd	End date probationary period		datetime	8	Yes	29516	
Prob_per	Probationary period		nchar	2	Yes	29491	
Prob_pert	Probationary period type		nchar	1	Yes	29517	
ProcessedByBackgroundJob	Processed by background job		tinyint	1	No		0
Projempl	Project employee		tinyint	1	No	16924	0
Pur_limit	Purchase limit		float	8	No	29518	0.0
Race	Race		nchar	2	Yes	0	
Rating	Rating		nchar	3	Yes	263	
Reason_Resign	Reason end of employment		nvarchar	120	Yes	10463	
Representative	Representative		tinyint	1	No	1348	0
Repto_ID	Manager	Humres.Res_ID	int	4	No	29906	0
Res_ID	Resource ID	Humres.Usr_ID	int	4	No	12	0
RMALimit	RMA limit		float	8	No	13376	0.0
SalesLimit	Sales order limit		float	8	No	13375	0.0
Scale	Job level		int	4	No	23643	0
Signature	Signature		varbinary	Max	Yes		
SignatureFile	Signature file name		nvarchar	128	Yes		
SipURI	Session Initiation Protocol Uniform Resource Identifier		nvarchar	255	Yes		
SkypeID	Skype ID		nvarchar	60	Yes		
Slip_Tekst	Payroll slip text		nVarchar	210	Yes	30864	
Socsec_nr	Social security number		nvarchar	50	Yes	30007	
StateCode	State code	AddressStates.StateCode	nchar	3	Yes	59	
Sur_Name	Surname		nvarchar	64	Yes	207	
SynchronizeExchange	Synchronize MS Exchange calendar		bit	1	No		0
Syscreated	Created date and time		datetime	8	No	0	
Syscreator	Creator	Humres.Res_ID	int	4	No	0	0
SysGuid	SysGuid		uniqueidentifier	16	No	0	
Sysmodified	Modified date and time		datetime	8	No	0	
Sysmodifier	Modifier	Humres.Res_ID	int	4	No	0	0
Task	Focus		nvarchar	90	Yes	30006	
Telnr_prv	Private telephone number		nvarchar	25	Yes	22573	
Telnr_prv2	Private mobile telephone number		nvarchar	25	Yes	25459	
Telnr_Werk	Office telephone number		nvarchar	25	Yes	7282	
Telnr_Werk2	Office mobile telephone number		nvarchar	25	Yes	24549	
Timestamp	Timestamp		timestamp	16	No		
TimeZone	Time zone	TimeZones.ID	int	4	Yes	646	
Toestel	Telephone extention		nchar	10	Yes	3025	
Uitk_code	Social benefit authority		nchar	3	Yes	16686	
UserGroup	User group		nvarchar	30	Yes	3770	Baco
UserLicenseType	User license type		tinyint	1	No		
Usr_ID	User ID		nvarchar	255	Yes	8928	
Usr_ID2	Secure user ID		nvarchar	255	Yes		
VacancyQuantity	Vacancy quantity		int	4	No		1
VacancyStartDate	Vacancy start date		datetime	8	Yes		
VacancyType	Vacancy type		nchar	1	No		I

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
ValCode	Currency code		nchar	3	Yes	30500	
Woonpl	City		nvarchar	30	Yes	1889	
Workstat	Workstation		nvarchar	20	Yes		
Workstat_addr	Workstation IP address		nvarchar	57	Yes	30510	

## 58.2 HRFREE

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Competency1	Competency 1		bit	1	No		0
Competency2	Competency 2		bit	1	No		0
Competency3	Competency 3		bit	1	No		0
Competency4	Competency 4		bit	1	No		0
Competency5	Competency 5		bit	1	No		0
Competency6	Competency 6		bit	1	No		0
Competency7	Competency 7		bit	1	No		0
Competency8	Competency 8		bit	1	No		0
Competency9	Competency 9		bit	1	No		0
Competency10	Competency 10		bit	1	No		0
Competency11	Competency 11		bit	1	No		0
Competency12	Competency 12		bit	1	No		0
Competency13	Competency 13		bit	1	No		0
Descr60	Description		nvarchar	60	Yes	4243	
Division	Division		smallint	2	Yes	64	
DocID	Document ID	BacoDiscussions.ID	uniqueidentifier	16	Yes	29273	
FileType	Type		nchar	4	Yes	5172	
Hrgroup	Level 2		nchar	10	Yes	25968	
ID	ID		int	4	No		
JobGroup	Job group		nchar	10	Yes	29538	
Notes	Notes	Notes.ID	int	4	Yes	19582	
RecKey	Code		nchar	10	Yes	4138	
Syscreated	Created date and time		datetime	8	No	0	
Syscreator	Creator	Humres.Res_ID	int	4	No	0	0
Sysguid	Sysguid		uniqueidentifier	16	No	0	
Sysmodified	Modified date and time		datetime	8	No	0	
Sysmodifier	Modifier	Humres.Res_ID	int	4	No	0	0
Timestamp	Timestamp		timestamp	8	No		

## 58.3 HRCOMPANYPERIODS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CompanyCode	Division	Bedryf.Bednr	nchar	3	No	64	
Division	Division		smallint	2	Yes	64	
FinPeriod	Period		int	4	No	5771	
FinYear	Year		int	4	No	1321	
ID	ID		uniqueidentifier	16	No	31212	
Status	Status		int	4	No	4332	0
Syscreated	Created date and time		datetime	8	No		getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysmodified	Modified date and time		datetime	8	No		getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0



## 58.4 HRJBTL

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Beroep_cd	Profession codes		nchar	4	Yes	10415	
Code_fnc	Position code		nvarchar	12	Yes	2987	
Del_doc_Name	Document		nvarchar	128	Yes	7226	
Del_doc_Path	Document path		nvarchar	128	Yes	24785	
Descr50	Description		nvarchar	50	Yes	4243	
Division	Division		smallint	2	Yes	64	
DocID	Document ID	BacoDiscussions.ID	uniqueidentifier	16	Yes	29273	
Exttar	External rate		float	8	No	9503	0.0
ID	ID		int	4	No		
Inttar	Internal rate		float	8	No	2971	0.0
Job_grp	Job group	Hrfree.reckey	nchar	10	Yes	29538	
Job_Level	Job level		int	4	No	23643	0
Job_Title	Job title		nvarchar	12	No	29537	
Kmrateint	Internal travel rate		float	8	No	23654	0.0
Notes	Notes	Notes.ID	int	4	Yes	19582	
Prodpc	Productive percentage		float	8	No	23644	0.0
Productiv	Productive		tinyint	1	No	16924	0
RoleID	RoleID		int	4	Yes	27455	
RoleLevel	RoleLevel	HRRoleLevels.ID	int	4	Yes	33038	
ScaleMax	Maximum scale		int	4	No		0
ScaleMin	Minimum scale		int	4	No		0
SchaalCode	Scale codes		nchar	2	Yes	10452	
Schaalsrt	Scale types		nchar	2	Yes	10474	
Syscreated	Created date and time		datetime	8	No	0	
Syscreator	Creator	Humres.Res_ID	int	4	No	0	0
SysGuid	SysGuid		uniqueidentifier	16	No	0	
Sysmodified	Modified date and time		datetime	8	No	0	
Sysmodifier	Modifier	Humres.Res_ID	int	4	No	0	0
Timestamp	Timestamp		timestamp	8	No	361	
Vert_grp	Vertical group	HrFree.ReckKey	nchar	10	Yes	29534	
Wkcp_Risk	Workers' compensation risk code		nchar	4	Yes	33039	
Xdefratelv	Rate level		nchar	1	Yes	23980	

## 58.5 HRMAININT

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Description	Component type		nvarchar	50	Yes	4243	
Division	Division		smallint	2	Yes	64	
GraphColor	Color		int	4	No	5865	0
ID	Code		nchar	8	No	4138	
ViewOrder	Order		int	4	Yes	3558	0

## 58.6 HRFIN

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Comp_type	Component type	Hrfint.Comp_type	nchar	8	Yes	9175	
Division	Division	Bedryf.Division	smallint	2	Yes		
Employee_amt	Employee amount		float	8	No	30102	0.0
Employer_amt	Employer amount		float	8	No	30100	0.0
End_date	End date		datetime	8	Yes	22526	
Gn	Gross/Net		nchar	1	Yes	11114	
Hours	Hours		float	8	No		0
ID	ID		int	4	No		
Line	Line number		smallint	2	No	1117	0
Notes	Notes		nVarchar	16	Yes		
Pay_period	Payment period		nchar	1	Yes	24946	
Pay_type	Payment type		int	4	No	8314	1
Res_id	Resource ID	Humres.Res_ID	int	4	No	12	0
Start_date	Start date		datetime	8	Yes	3392	
Syscreated	Created date and time		datetime	8	No		Getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysguid	Sysguid		uniqueidentifier	16	No		Newid()
Sysmodified	Modified date and time		datetime	8	No		Getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0
Timestamp	Timestamp		timestamp	8	No		
Valcode	Currency code	Valuta.Valcode	nchar	3	Yes	9192	

## 58.7 HRFINT

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Comp_type	Component type		nchar	8	Yes	9175	
Country	Country	Land.LandCode	nchar	3	Yes	2356	
Currency	Currency		nchar	3	Yes		
Def_amt	Default amount		float	8	No		0.0
DefAmtEditable	Default amount editable		bit	1	No		1
Descr50_0	Description		nvarchar	50	yes	4243	
Descr50_1	Description		nvarchar	50	yes	4243	
Descr50_2	Description		nvarchar	50	yes	4243	
Descr50_3	Description		nvarchar	50	yes	4243	
Descr50_4	Description		nvarchar	50	yes	4243	
Division	Division	Bedryf.Division	smallint	2	yes		
DocID	Document ID		uniqueidentifier	16	Yes	29273	
Employee_ny	Employee		tinyint	1	no	9551	0
Employer_ny	Employer		tinyint	1	no	5796	0
Enddate	End date		datetime	8	Yes		
Fingroup	Type		nchar	1	Yes	2560	
Fixed	Fixed/Variable		nchar	1	Yes	24055	
Gbknr2	Gbknr2		nchar	9	Yes		
Glac	General ledger account	Grtbk.Reknr	nchar	9	Yes	17974	
Gn	Gross/Net		nchar	1	Yes	11114	
ID	ID		int	4	No		
JobActivity	Job activity		nchar	10	Yes		
MainType	Main type		nchar	8	Yes		
Notes	Notes		int	4	Yes	19582	
Pay_period	Payment period		nchar	1	Yes	24946	
Payroll	Payroll		tinyint	1	No	8457	0
Scale	Scale		int	4	No		0
Startdate	Start date		datetime	8	Yes		
Syscreated	Created date and time		datetime	8	no		Getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysguid	Sysguid		uniqueidentifier	16	No		Newid()
Sysmodified	Modified date and time		datetime	8	No		Getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0
Timestamp	Timestamp		timestamp	8	No		
Toe_srt	Toe_srt		nchar	1	Yes		
Unit	Unit		nchar	1	Yes	2976	

## 58.8 ABSENCEENTITLEMENTS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
AbsenceType	Request types	AbsenceTypes.ID	int	4	No	16674	
ApplyExpiryDate	Apply expiry date		bit	1	Yes		
CompanyCode	Division	Bedryf.Bednr	nchar	3	Yes		
Days	Number of day		float	8	No	1722	0
Division	Division		smallint	2	Yes		
EffectiveExpiryPeriod	Effective expiry period		nchar	3	Yes		
EffectiveExpiryYear	Effective expiry year		smallint	2	Yes		
EmpID	Resource	Humres.Res_ID	int	10	Yes	12	
ID	Guid		uniqueidentifier	16	No	31212	
Hours	Number of hour		float	8	No	1723	0
JobGroup	Job group		nchar	10	Yes	29538	
NonStatutoryEntitlementDays	Non-statutory entitlement days		float	8	No		0
NonStatutoryEntitlementExpiry	Non-statutory entitlement expiry		int	4	No		0
NonStatutoryEntitlementHours	Non-statutory entitlement hours		float	8	No		0
NonStatutoryEntitlementUnit	Non-statutory entitlement unit		nchar	1	Yes		
Scale	Scale		float	8	No	22743	0.0
StatutoryEntitlementDays	Statutory entitlement days		float	8	No		0
StatutoryEntitlementExpiry	Statutory entitlement expiry		int	4	No		0
StatutoryEntitlementHours	Statutory entitlement hours		float	8	No		0
StatutoryEntitlementUnit	Statutory entitlement unit		nchar	1	Yes		
Syscreated	Created date and time		datetime	8	No	0	
Syscreator	Creator	Humres.Res_ID	int	4	No	0	0
Sysmodified	Modified date and time		datetime	8	No	0	
Sysmodifier	Modifier	Humres.Res_ID	int	4	No	0	0

## 58.9 PUBLICHOLIDAYS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Country	Country	Land.LandCode	nchar	3	Yes	2356	
Date	Date		datetime	8	No	8516	
Deduct	Deduct		bit	1	No		0
Description	Description		nvarchar	60	Yes	4243	
Division	Division	Bedryf.Bednr	nchar	3	Yes	64	
DivisionX	DivisionX		smallint	2	Yes		
ID	ID		uniqueidentifier	16	No	31212	
MainLoc	Main location	Hrloc.Loc	nchar	10	Yes	6995	
Syscreated	Created date and time		datetime	8	No	0	
Syscreator	Creator	Humres.Res_ID	int	4	No	0	0
Sysmodified	Modified date and time		datetime	8	No	0	
Sysmodifier	Modifier	Humres.Res_ID	int	4	No	0	0

## 58.10 MASTERRESOURCESCHEDULES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
BreakEnd_1	Break end 1		datetime	8	Yes		
BreakEnd_2	Break end 2		datetime	8	Yes		
BreakEnd_3	Break end 3		datetime	8	Yes		
BreakStart_1	Break start 1		datetime	8	Yes		
BreakStart_2	Break start 2		datetime	8	Yes		
BreakStart_3	Break start 3		datetime	8	Yes		
CompanyCode	Company code		nchar	3	Yes		
CostCenter	Cost center		nchar	8	Yes	0	
Created	Created date and time		datetime	8	No		
Creator	Creator	Humres.Res_ID	int	4	No	0	0
DayType	Day type		nchar	1	Yes		
EndTime	End time		datetime	8	Yes		
EntryDate	Entry date		datetime	8	No		
GLAccount	GL account		nchar	9	Yes	0	
ID	ID		uniqueidentifier	16	No		
ItemCode	Item code		nvarchar	30	Yes		
Modified	Modified date and time		datetime	8	No		
Modifier	Modifier	Humres.Res_ID	int	4	No	0	0
Resource	Resource		int	4	No	0	
ShiftID	Shift ID		uniqueidentifier	16	Yes		
StartTime	Start time		datetime	8	Yes		
WorkingHour	Working hour		float	8	No		

## 58.11 WORKSCHEDULEGROUPS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Code	Code		nvarchar	15	No		
CompanyCode	Division		nchar	3	No		
Created	Created date and time		datetime	8	No		
Creator	Creator	Humres.Res_ID	int	4	No	0	0
Description	Description		nvarchar	100	No		
ID	ID		uniqueidentifier	16	No		
Modified	Modified date and time		datetime	8	No		
Modifier	Modifier	Humres.Res_ID	int	4	No	0	0
ParentID	Parent ID		uniqueidentifier	16	Yes		
SequenceNumber	Sequence		tinyint	2	No		
ShiftID	Shift ID		uniqueidentifier	16	Yes		
Status	Status		nchar	1	No		

## 58.12 WORKSCHEDULELINKS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Created	Created date and time		datetime	8	No		
Creator	Creator	Humres.Res_ID	int	4	No	257	0
DayStart	Day start		int	4	No		1
EndDate	End date		datetime	8	Yes		
GroupCode	Group Code		nvarchar	15	Yes		
ID	ID		uniqueidentifier	16	No		
Modified	Modified date and time		datetime	8	No		
Modifier	Modifier	Humres.Res_ID	int	4	No	373	0
Resource	Resource		int	4	No	12	
SequenceNumber	Sequence number		tinyint	2	No		
ShiftID	Shift ID	WorkScheduleGroups.ShiftID	uniqueidentifier	16	No		
StartDate	Start date		datetime	8	No		
Status	Status		nchar	1	Yes		

## 58.13 WORKSCHEDULES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CompanyCode	Division	Bedryf.Bednr	nchar	3	Yes		
DayType	Day type		nchar	1	Mo		N
Description	Description		nvarchar	100	No		
Division	Division		smallint	2	Yes	64	
EmpID	Resource	Humres.Res_ID	int	10	Yes	12	
EndTime	End time		datetime	8	Yes	1721	
ID	Guid		uniqueidentifier	16	No	31212	
ScheduleType	Schedule type		nchar	1	Yes		
ShiftID	Shift ID		uniqueidentifier	16	Yes		
StartTime	Start time		datetime	8	Yes	1719	
Syscreated	Created date and time		datetime	8	No	0	
Syscreator	Creator	Humres.Res_ID	int	4	No	0	0
Sysmodified	Modified date and time		datetime	8	No	0	
Sysmodifier	Modifier	Humres.Res_ID	int	4	No	0	0
WeekDay	Weekday		int	4	No	6969	

## 58.14 PWROLE

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Descr64	Description		nvarchar	64	Yes		
Division	Division		smallint	2	Yes	64	
Job_group	Job group		nchar	10	Yes		
Rb_id	Role bar ID		int	4	No		0
Role_id	Role ID		int	4	No		
Role_name	Role name		nvarchar	20	Yes		
Syscreated	Created date & time		datetime	8	No		getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysguid	Sysguid		uniqueidentifier	16	No		newid()
Sysmodified	Modified date & time		datetime	8	No		getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0
Timestamp	Timestamp		timestamp	8	No		
Visible	Visible		tinyint	1	No		1

## 58.15 PWRPRM

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Division	Division		smallint	2	Yes	64	
Fnc_id	Function ID	Pwfunc.Fnc_id	nVarchar	20	Yes		
ID	ID		int	4	No		
Right_id	Access right ID		int	4	No		0
Role_id	Role ID	Pwrole.Role_ID	int	4	No		0
Syscreated	Created date & time		datetime	8	No		getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysguid	Sysguid		uniqueidentifier	16	No		newid()
Sysmodified	Modified date & time		datetime	8	No		getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0
Timestamp	Timestamp		timestamp	8	No		

## 58.16 PWRUC

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Division	Division		smallint	2	Yes	64	
ID	ID		int	4	No		
Res_id	Human resource ID	Humres.Res_ID	int	4	No		0
Role_id	Role ID	Pwrole.Role_ID	int	4	No		0
Rolelevel	Role level		int	4	No		0
Syscreated	Created date and time		datetime	8	No		getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysguid	Sysguid		uniqueidentifier	16	No		newid()
Sysmodified	Modified date and time		datetime	8	No		getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0
Timestamp	Timestamp		timestamp	8	No		

## 58.17 HRROLES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Division	Division		smallint	2	Yes	64	
EmpID	Resource	Humres.Res_ID	int	4	No	12	
ID	ID		uniqueidentifier	16	No	31212	
RoleID	Role	HRRoleDefs.ID	int	4	No	27454	
RoleLevel	RoleLevel	HRRoleLevels.ID	int	4	No	1481	

## 58.18 HRROLEDEFS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Description	Description		nvarchar	60	No	4243	
Division	Division		smallint	2	Yes	64	
Doc_id	Policy	BacoDiscussions.ID	uniqueidentifier	16	Yes	261	
ID	ID		int	4	No	31212	
JobGroup	JobGroup		nchar	10	Yes		
NTGroup	Domain - Group		nvarchar	60	Yes		
Type	User type		smallint	2	Yes		

## 58.19 HRROLELEVELS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Description	Description		nvarchar	60	No	4243	
Division	Division		smallint	2	Yes	64	
ID	ID		int	4	No	31212	
TermID	Term ID		int	4	Yes		

## 58.20 HRSK

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Division	Division		smallint	2	Yes	64	
ID	ID		int	4	No	31212	
Line	Line number		smallint	2	No	1117	0
Res_ID	Resource	Humres.Res_ID	int	4	No	12	0
Skill_type	Skill type		nvarchar	60	Yes	29645	
Sklevel	Level		nchar	1	Yes	1481	
Syscreated	Created date and time		datetime	8	No	0	getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No	0	0
Sysguid	SysGuid		uniqueidentifier	16	No	0	newid()
Sysmodified	Modified date and time		datetime	8	No	0	getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No	0	0
Timestamp	Timestamp		timestamp	8	No	361	



## 58.21 RESOURCESTATUS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Description	Description		nvarchar	60	No	4243	
Division	Division		smallint	2	Yes	64	
Status	Status		nchar	1	No	4332	
TermID	Term ID		int	4	No		

## 58.22 RESOURCETYPES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Description	Description		nvarchar	60	No	4243	
Division	Division		smallint	2	Yes	64	
TermID	Term ID		int	4	No		
Type	Type		nchar	1	No	3801	

## 58.23 STOCKOPTIONS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CompanyName	Name		nvarchar	255	Yes	206	
Currency	Currency	Valuta.Valcode	nvarchar	3	Yes	8509	
Division	Division		smallint	2	Yes	64	
EmpID	Resource	Humres.Res_ID	int	4	No	12	
EndDate	End date		datetime	8	Yes	22526	
ExercisePrice	Exercise price		float	8	Yes	189	
ID	ID		int	4	No	31212	
Notes	Remarks		nVarchar	16	Yes	228	
PremiumAmount	Premium		float	8	Yes	273	
Qty	Quantity		float	8	Yes	9616	
Syscreated	Created date and time		datetime	8	No		getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysmodified	Modified date and time		datetime	8	No		getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0
TransactionDate	Transaction : Date		datetime	8	Yes	3257 8516	
TransactionType	Type		nchar	1	Yes	3801	
VestingDate	Vesting date		datetime	8	Yes	190	

## 58.24 HREFFECTIVEDATEDATALOG

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Division	Division		smallint	2	Yes	64	
EffectiveDate	Effective date		datetime	8	No	4888	getdate()
FieldName	Field name		nvarchar	50	No	5331	
ID	ID		int	4			
NewValue	New value		nvarchar	255	Yes	2755	
OldValue	Old value		nvarchar	255	Yes	2754	
Res_id	Resource	Humres.Res_id	int	4	No	12	0
Status	Status		nchar	1	Yes	4332	
Syscreated	Created date and time		datetime	8	No		getdate()
Syscreator	Creator	Humres.Res_id	int	4	No		0
Sysguid	SysGuid		uniqueidentifier	16	No		newid()
Sysmodified	Modified date and time		datetime	8	No		getdate()
Sysmodifier	Modifier	Humres.Res_id	int	4	No		0
TableName	Table name		nvarchar	50	No	10700	
Timestamp	Timestamp		timestamp	8	No		
UpdateContractEnd	UpdateContractEnd		tinyint	1	No		0

## 58.25 HRHUMRESLINKS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
ChildID	Children (Applicant)		int	4	No	24759	
Division	Division		smallint	2	Yes	64	
ID	ID		int	4	No		
LinkedDate	Linked date		datetime	8	Yes		
MainLink	Main link		bit	1	No		0
Res_id	Resource (Vacancy)		int	4	No	8148	
Syscreated	Created date & time		datetime	8	No		Getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysmodified	Modified date & time		datetime	8	No		Getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0
Timestamp	Timestamp		timestamp	8	8		
Type	Type		nchar	1	Yes	3801	

## 58.26 HRWDOC

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Descr40_0	Multilanguage description 0		nvarchar	40	Yes	4243	
Descr40_1	Multilanguage description 1		nvarchar	40	Yes	4243	
Descr40_2	Multilanguage description 2		nvarchar	40	Yes	4243	
Descr40_3	Multilanguage description 3		nvarchar	40	Yes	4243	
Descr40_4	Multilanguage description 4		nvarchar	40	Yes	4243	
Division	Division		smallint	2	Yes	64	
Doc_code	Document template name		nchar	8	Yes	7226	
Docid	Document GUID		uniqueidentifier	16	Yes		
ID	ID		int	4	Yes		
MergeType	Merge Type		nchar	1	Yes		
Syscreated	Created date & time		datetime	8	No		getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysguid	Sysguid		uniqueidentifier	16	No		newid()
Sysmodified	Modified date & time		datetime	8	No		getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0
Timestamp	Timestamp		timestamp	8	No		
Type	Type		nchar	1	Yes	1769	

## 58.27 HRCOMPETENCIES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Description	Description		nvarchar	60	Yes	4243	
Division	Division		smallint	2	Yes	64	
ID	ID		int	4	No	31212	
Sysmodified	Modified date and time		datetime	8	No		getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0

## 58.28 HRCOMPETENCYRATINGS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CompetencyID	Competency	HRCompetencies.ID	int	4	No	492	
Division	Division		smallint	2	Yes	64	
EmpID	Resource	Humres.Res_ID	int	4	No	12	
ID	ID		uniqueidentifier	16	Yes	31212	
Rating	Rating		nchar	1	Yes	263	
ReferenceDate	Reference: date		datetime	8	No		
Syscreated	Created date and time		datetime	8	No		getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysmodified	Modified date and time		datetime	8	No		getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0

## 58.29 HRMCOMPETENCEGROUPS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
AddObjectives	Add objectives		bit	1	No		0
CreatedBy	Creator	Humres.Res_ID	int	4	No		0
CreatedDate	Created date and time		datetime	8	No		Getdate()
Description	Description		nvarchar	100	Yes	4243	
Division	Division	Bedryf.Division	smallint	2	Yes	64	
DocumentID	Document ID		uniqueidentifier	16	Yes		
ID	ID		uniqueidentifier	16	No		Newid()
Levels	Level		int	4	No	22267	0
ModifiedBy	Modifier	Humres.Res_ID	int	4	No		Suser_sname()
ModifiedDate	Modified date and time		datetime	8	No		Getdate()
RateObjectives	Rate objectives		nvarchar	1	No		N
Remark	Remark		nvarchar	Max	Yes		
ShowObjectives	Show objectives		bit	1	No		0
Type	Type		nchar	1	No	3801	C

## 58.30 HRMCOMPETENCEPROFILES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Active	Active		bit	1	No	2212	0
AddObjectives	Add objectives		bit	1	No		0
AgreementDate	Agreement date		datetime	8	Yes		
CompanyCode	Company code		nchar	3	Yes		
CreatedBy	Creator	Humres.Res_ID	int	4	No		0
CreatedDate	Created date and time		datetime	8	No		Getdate()
Description	Description		nvarchar	100	Yes	4243	
Division	Division	Bedryf.Division	smallint	2	Yes	64	
DocumentID	Document ID		uniqueidentifier	16	Yes		
EndDate	End date		datetime	8	Yes		
GroupID	Group ID		uniqueidentifier	16	Yes		
ID	ID		uniqueidentifier	16	No		Newid()
ItemCode	Item code	Items.ItemCode	nvarchar	30	Yes		
JobActivity	Job activity		nchar	10	Yes		
JobGroup	Job group		nchar	10	Yes		
JobTitle	Job title	HrjbtI.Job_title	nvarchar	12	Yes	29537	
ModifiedBy	Modifier	Humres.Res_ID	int	4	No		0
ModifiedDate	Modified date and time		datetime	8	No		Getdate()
Project	Project	PrProject.ProjectNr	nvarchar	20	Yes		
RateObjectives	Rate objectives		nvarchar	1	No		N
Rating	Rating		nchar	3	Yes	263	
Remark	Remark		nvarchar	Max	Yes		
RequestID	Request ID		uniqueidentifier	16	Yes		
RequestRemarks	Request remarks		nvarchar	Max	Yes		
RequestStartDate	Request start date		datetime	8	Yes		
ResourceID	Resource ID	Humres.Res_ID	int	4	Yes		
ReviewerID	Reviewer ID		int	4	Yes		
Score	Score		float	8	No		(0.0)
ShowObjectives	Show objectives		bit	1	No		0
StartDate	Start date		datetime	8	Yes	3392	
Status	Status		nchar	1	No		N
Type	Type		nchar	2	Yes	3801	
Weight	Weight		float	8	Yes		

## 58.31 HRMCOMPETENCES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Code	Code		nvarchar	20	No		
CreatedBy	Creator	Humres.Res_ID	int	4	No		0
CreatedDate	Created date and time		datetime	8	No		Getdate()
Description	Description		nvarchar	100	Yes	4243	
Division	Division	Bedryf.Division	smallint	2	Yes	64	
DocAttachmentID	Policy		uniqueidentifier	16	Yes	261	
Factor	Factor		tinyint		No		1
FieldTypeld	Field type ID	HRMFieldTypes.ID	uniqueidentifier	16	Yes	1759	
FieldTypeld2	Achievement: Field type		uniqueidentifier	16	Yes		
ID	ID		uniqueidentifier	16	No		Newid()
LinkedToId	Linked to ID		uniqueidentifier	16	Yes	8727	
ModifiedBy	Modifier	Humres.Res_ID	int	4	No		
ModifiedDate	Modified date and time		datetime	8	No		Getdate()
Notes	Notes		nvarchar	16	Yes	19582	
PersonalObjectiveHeader	Personal objective header		bit	1	No		0
Type	Type		nchar	1	No	3801	C

## 58.32 HRMCOMPETENCELINKS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CardLayoutID	Card layout ID		uniqueidentifier	16	Yes		
CompetenceId	Competence ID	HRMCompetenceRelations.ID	uniqueidentifier	16	Yes		
CreatedBy	Creator	Humres.Res_ID	int	4	No		0
CreatedDate	Created date and time		datetime	8	No		Getdate()
DateValue	Date value		datetime	8	Yes		
Division	Division	Bedryf.Division	smallint	2	Yes	64	
DoubleValue	Double value		float	8	Yes		
Frequency	Frequency		nchar	1	Yes		
FormElementId	Form element ID	HRMFormElements.ID	uniqueidentifier	16	Yes		
GroupSequenceNr	Group sequence number		smallint	2	No		0
GuidValue	Guid value		uniqueidentifier	16	Yes		
ID	ID		uniqueidentifier	16	No		Newid()
Level	Level		tinyint	1	Yes		
ModifiedBy	Modifier	Humres.Res_ID	int	4	No		0
ModifiedDate	Modified date and time		datetime	8	No		Getdate()
ParentID	Parent ID		uniqueidentifier	16	Yes		
ProfileId	Profile ID	HRMCompetenceProfiles.ID	uniqueidentifier	16	Yes		
Remark	Remark		nvarchar	Max	Yes		
SelectionValue	Selection value		smallint	2	Yes		
SequenceNumber	Sequence number		int	4	Yes		
StringValue	String value		nvarchar	Max	Yes		
Weight	Weight		Float	8	Yes		
YesNoValue	Yes/No value		bit	1	Yes		

### 58.33 HRMCOMPETENCERELATIONS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
ID	ID		uniqueidentifier	16	No		Newid()
CompetenceID	Competence ID	HRMCompetences.ID	uniqueidentifier	16	No		
GroupID	Group ID	HRMCompetenceGroups.ID	uniqueidentifier	16	No		
ParentID	Parent ID		uniqueidentifier	16	Yes		
Level	Level		int	4	No		0
SequenceNumber	Sequence number		smallint	2	No		0
Creator	Creator	Humres.Res_ID	int	4	No		0
Created	Created date and time		datetime	8	No		Getdate()
Modifier	Modifier		int	4	No		0
Modified	Modified date and time		datetime	8	No		Getdate()

### 58.34 HRMSELECTIONVALUES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CreatedBy	Creator	Humres.Res_ID	int	4	No		0
CreatedDate	Created date and time		datetime	8	No		Getdate()
Description	Description		nvarchar	100	Yes	4243	
DisplayValue	Display value		nchar	3	Yes		
Division	Division	Bedryf.Division	smallint	2	Yes	64	
FieldTypeId	Field type ID	HRMFieldTypes.ID	uniqueidentifier	16	Yes		
ID	ID		uniqueidentifier	16	No		Newid()
Maximum	Maximum		float	8	Yes	1145	
Minimum	Minimum		float	8	Yes	31421	
ModifiedBy	Modifier	Humres.Res_ID	int	4	No		0
ModifiedDate	Modified date and time		datetime	8	No		Getdate()
Notes	Notes		nVarchar	16	Yes	19582	
SequenceNumber	Sequence number		smallint	2	No	9546	0
Value	Value		smallint	2	No	2514	0
Weight	Weight		float	8	Yes	1389	

### 58.35 COMPETENCEMATCHPROFILES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Account	Account	Cicmpy.Cmp_wwn	uniqueidentifier	16	Yes		
Created	Created date and time		datetime	8	No		
Creator	Creator	Humres.Res_ID	int	4	No	0	0
CriteriaField	Criteria field	Cicmpy.Cmp_wwn	nvarchar	Max	Yes		
Description	Description		nvarchar	100	Yes		
ID	ID		uniqueidentifier	16	No		
Modified	Modified date and time		datetime	8	No		
Modifier	Modifier	Humres.Res_ID	int	4	No	0	0
ProfileId	Profile ID	HRMCompetenceProfiles.ID	uniqueidentifier	16	No		

## 58.36 MATCHINGCOMPETENCES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CompetenceId	Competence ID	HRMCompetences.ID	uniqueidentifier	16	No		
Created	Created date and time		datetime	8	No		
Creator	Creator	Humres.Res_ID	int	4	No	0	0
ID	ID		uniqueidentifier	16	No		
Mandatory	Mandatory		bit	1	Yes		
MatchProfileId	Match profile ID	CompetenceMatchProfiles.ID	uniqueidentifier	16	No		
Modified	Modified date and time		datetime	8	No		
Modifier	Modifier	Humres.Res_ID	int	4	No	0	0

## 58.37 HRMFORMLAYOUTS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Assortment	Assortment		int	4	Yes		
CompanyCode	Company code		nchar	3	Yes		
CreatedBy	Creator	Humres.Res_ID	int	4	No		0
CreatedDate	Created date and time		datetime	8	No		Getdate()
Description	Description		nvarchar	100	Yes	4342	
Division	Division	Bedryf.Division	smallint	2	Yes	64	
ID	ID		uniqueidentifier	16	No		Newid()
ModifiedBy	Modifier	Humres.Res_ID	int	4	No		0
ModifiedDate	Modified date and time		datetime	8	No		Getdate()
Type	Type		nchar	3	Yes		

## 58.38 HRMFORMELEMENTS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
AddEmptyValue	Add empty value		bit	1	No		0
AutoAuthorizeRole	Auto authorize role		int	4	Yes		
AutoAuthorizeRoleLevel	Auto authorize role level		int	4	Yes		
Caption	Caption		nvarchar	60	Yes		
ColumnCount	Column count		tinyint	1	No		0
CreatedBy	Creator	Humres.Res_ID	int	4	No		0
CreatedDate	Created date and time		datetime	8	No		Getdate()
Deselect	Deselect		bit	1	No		0
Division	Division	Bedryf.Division	smallint	2	Yes	64	
EditFunction	Edit function		int	4	No		0
EditManager	Edit manager		bit	1	No		1
EditResource	Edit resource		bit	1	No		0
EditSecurityLevel	Edit security level		int	4	No		0
EffectiveDateLog	Effective date log		bit	1	No		0
FormLayoutId	Form layout ID	HRMFormLayouts.ID	uniqueidentifier	16	Yes		
ID	ID		uniqueidentifier	16	No		Newid()
IsGroup	Is group		bit	1	No		0
IsRadioSet	Is radio set		bit	1	No		0
Mandatory	Mandatory		tinyint	1	No		0
ModifiedBy	Modifier	Humres.Res_ID	int	4	No		0
ModifiedDate	Modified date and time		datetime	8	No		Getdate()
ParentElementId	Parent element ID	HRMFormElements.ID	uniqueidentifier	16	Yes		
Reference	Reference		nvarchar	40	Yes		
RequireAuthorize	Require authorize		bit	1	No		0
SequenceNumber	Sequence number		smallint	2	No		0
ShowKeyInCombo	Show key in combo		bit	1	No		0
TermID	Term ID		int	4	No		0
UserDefineCaption	User define caption		nvarchar	60	Yes		
ViewFunction	View function		int	4	No		0
ViewManager	View manager		bit	1	No		1
ViewResource	View resource		bit	1	No		1
ViewSecurityLevel	View security level		int	4	No		0



## 58.39 HRPROCESSLOGS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Division	Division	Bedryf.Division	smallint	2	Yes	64	
EmpID	Employee ID		int	4	No		0
FieldName	Field name		nvarchar	50	Yes		
HREffectiveDateDataLogID	HR effective date data log ID		int	4	Yes		
ID	ID		uniqueidentifier	16	No		
OriginalRequest	Original request		uniqueidentifier	16	Yes		
ProcessRequestsID	Process request ID	HRProcessTypes.ID	int	4	No		
ReferenceDate	Reference date		datetime	8	No	1274	
RequestId	Request ID		uniqueidentifier	16	No		
RunNumber	Run number		int	4	No		0
Syscreated	Created date and time		datetime	8	No		Getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysmodified	Modified date and time		datetime	8	No		Getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0
Timestamp	Timestamp		timestamp	8	No		

## 58.40 HRPROCESSTYPES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Active	Active		bit	1	No	2212	1
AutoGenerate	Auto generate		bit	1	No	13251	0
Blocked	Blocked		bit	1	No	27660	0
CompanyCode	Division		nchar	3	Yes	64	
CreateRole_1	View: Role (1)	HRRoleDefs.ID	int	4	Yes		
CreateRole_2	View: Role (2)	HRRoleDefs.ID	int	4	Yes		
CreateRole_3	View: Role (3)	HRRoleDefs.ID	int	4	Yes		
CreateRoleLevel_1	View: Level (of role) (1)	HRRoleLevels.ID	int	4	Yes		
CreateRoleLevel_2	View: Level (of role) (2)	HRRoleLevels.ID	int	4	Yes		
CreateRoleLevel_3	View: Level (of role) (3)	HRRoleLevels.ID	int	4	Yes		
Description	Description		nvarchar	60	No	4243	
Division	Division	Bedryf.Division	smallint	2	Yes		
EndDate	End date		datetime	8	Yes	22526	
FieldName	Field		nvarchar	60	Yes	5331	
ID	ID		int	4	No	4138	
ProcessManager	Generate: Managers - For: Subordinates	EbcProps.SelectionValues	int	4	Yes		
ProcessRole_1	Generate: Role (1)	HRRoleDefs.ID	int	4	Yes		
ProcessRole_2	Generate: Role (2)	HRRoleDefs.ID	int	4	Yes		
ProcessRole_3	Generate: Role (3)	HRRoleDefs.ID	int	4	Yes		
ProcessRoleLevel_1	Generate: Level (of role) (1)	HRRoleLevels.ID	int	4	Yes		
ProcessRoleLevel_2	Generate: Level (of role) (2)	HRRoleLevels.ID	int	4	Yes		
ProcessRoleLevel_3	Generate: Level (of role) (3)	HRRoleLevels.ID	int	4	Yes		
ProcessType	Type		int	4	No	3801	
RequestType	Request type		int	4	Yes	268	
RightsManager	View: Managers - For: Subordinates	EbcProps.SelectionValues	int	4	Yes		
SecurityLevel	Security level		int	4	Yes	209	
StartDate	Start date		datetime	8	No	3392	
Syscreated	Created date and time		datetime	8	No		
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysmodified	Modified date and time		datetime	8	No		
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0
TableName	Table name		nvarchar	60	Yes		
Timestamp	Timestamp		timestamp	8	No		

## 58.41 HRPROCESSREQUESTS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Active	Active		bit	1	No		1
Blocked	Blocked		bit	1	No	1267	0
Days	Days		float	8	No	1722	0
Description	Description		nvarchar	60	Yes		
Division	Division	Bedryf.Division	smallint	2	Yes	64	
DurationInDays	Duration		float	8	No	5910	0
EmpID	Resource		int	4	Yes		
FreeBoolField_1	Free Bool Field 1		bit	1	Yes		
FreeBoolField_2	Free Bool Field 2		bit	1	Yes		
Freefield_1	Free field 1		uniqueidentifier	16	Yes		
Freefield_2	Free field 2		uniqueidentifier	16	Yes		
FreeIntField_1	Free integer field 1		int	4	Yes		
FreeIntField_2	Free integer field 2		int	4	Yes		
FreeNumberField_1	Free number field 1		float	8	Yes		
FreeNumberField_2	Free number field 2		float	8	Yes		
FreeTextField_1	Free text field 1		nvarchar	50	Yes		
FreeTextField_2	Free text field 2		nvarchar	50	Yes		
Frequency	Frequency		int	4	No	6970	0
ID	ID		int	4	No		
Maximum	Maximum		int	4	No	1145	0
NumberFrequency	Frequency cycle (Recurrence)		int	4	No		1
Overdue	Generate: Overdue		bit	1	No	226	0
PreviousRequest	Previous request		int	4	Yes		
ProcessDescription	Description		nvarchar	60	Yes	4243	
ProcessTypesID	Process type ID		int	4	No		
Remark	Remark		nvarchar	16	Yes		
RequestType	Request type		int	4	Yes		
SequenceNumber	Sequence number		int	4	No		
Status	Request Status/Contract Status		int	4	Yes	4332	
Syscreated	Created date and time		datetime	8	No		
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysmodified	Modified date and time		datetime	8	No		
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0
Timestamp	Timestamp		timestamp	8	No		
UseDate	Use: Date		int	4	Yes		
UseRequest	Use: Request		int	4	Yes		

## 58.42 HRFREEFIELDS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CompanyNr	Company number		nchar	3	No		
DateField1	Date field 1		nvarchar	30	Yes		
DateField2	Date field 2		nvarchar	30	Yes		
DateField3	Date field 3		nvarchar	30	Yes		
DateField4	Date field 4		nvarchar	30	Yes		
DateField5	Date field 5		nvarchar	30	Yes		
Division	Division	Bedryf.Division	smallint	2	Yes	64	
ID	ID		uniqueidentifier	16	No		Newid()
NumberField1	Number field 1		nvarchar	30	Yes		
NumberField2	Number field 2		nvarchar	30	Yes		
NumberField3	Number field 3		nvarchar	30	Yes		
NumberField4	Number field 4		nvarchar	30	Yes		
NumberField5	Number field 5		nvarchar	30	Yes		
TableName	Table name		sysname	128	No		
TextField1	Text field 1		nvarchar	30	Yes		
TextField2	Text field 2		nvarchar	30	Yes		
TextField3	Text field 3		nvarchar	30	Yes		
TextField4	Text field 4		nvarchar	30	Yes		
TextField5	Text field 5		nvarchar	30	Yes		
YesNoField1	Yes/No field 1		nvarchar	30	Yes		
YesNoField2	Yes/No field 2		nvarchar	30	Yes		
YesNoField3	Yes/No field 3		nvarchar	30	Yes		
YesNoField4	Yes/No field 4		nvarchar	30	Yes		
YesNoField5	Yes/No field 5		nvarchar	30	Yes		

## 58.43 HREMPLOYEEPERIODS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
DaysAbsent	Days absent		float	8	No		0
DaysWorked	Days worked		float	8	No		0
Division	Division	Bedryf.Division	smallint	2	Yes		
EmpID	Resource ID		int	4	No		
FinPeriod	Financial period		int	4	No		
FinYear	Financial year		int	4	No		
HoursAbsent	Hours absent		float	8	No		0
HoursWorked	Hours worked		float	8	No		0
ID	ID		uniqueidentifier	16	No		
Syscreated	Created date and time		datetime	8	No		
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysmodified	Modified date and time		datetime	8	No		
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0

## 58.44 HRERRORLOG

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
AppName	Application name		nvarchar	50	Yes		
Comp	Comp		nchar	3	Yes		
Created	Created date and time		datetime	8	No	2468	Getdate()
Creator	Creator	Humres.Res_ID	int	4	No	257	
Description	Remarks		nvarchar	255	Yes	228	
Division	Division	Bedryf.Division	smallint	2	Yes		
ID	ID		uniqueidentifier	16	No		Newid()
Status	Status		int	4	Yes	4332	
TransID	Transaction ID		uniqueidentifier	16	No		
TransType	Transaction type		nvarchar	30	Yes		
Value1	E-Mail		nvarchar	255	Yes	5804	
Value2	Value 2		nvarchar	255	Yes		
Value3	Value 3		nvarchar	255	Yes		

## 58.45 HRPASSWDS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Division	Division	Bedryf.Division	smallint	2	Yes	64	
ID	ID		uniqueidentifier	16	No		Newid()
Type	Type		int	4	Yes		
Word	Word		nchar	10	Yes		

## 58.46 HRLOC

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Addr_no	Number		nchar	10	Yes	3718	
Addr_suf	Suffix		nchar	2	Yes	32355	
City	City		nvarchar	30	Yes	10869	
Country	Country		nchar	3	Yes	2356	
Descr50	Description		nvarchar	50	Yes	4243	
Division	Division		smallint	2	Yes		
Faxnr	Fax		nvarchar	15	Yes	5793	
ID	ID		int	4	No		
Loc	Location		nchar	10	Yes	18818	
Postcode	Postal code		nchar	8	Yes	1664	
StateCode	State		nchar	3	Yes	59	
Street_0	Address		nvarchar	30	Yes		
Street_1	Address 2		nvarchar	30	Yes		
Syscreated	Created date and time		datetime	8	No	0	
Syscreator	Creator	Humres.Res_ID	int	4	No	0	0
Sysguid	Sysguid		uniqueidentifier	16	No	0	
Sysmodified	Modified date and time		datetime	8	No	0	
Sysmodifier	Modifier	Humres.Res_ID	int	4	No	0	0
Telnr	Telephone		nvarchar	15	Yes	1339	
Timestamp	Timestamp		timestamp	8	No		
WeekendEnd	Weekend End		int	4	No	339	7
WeekendStart	Weekend Start		int	4	No	339	6
Xaddress2	Extra address		nvarchar	30	Yes	9180	

## 58.47 COMPANYCLASSNAMES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
ClassID	Group		int	4	No	2560	
Description	Description		nvarchar	60	Yes	4243	
Division	Division		smallint	2	Yes	64	
Timestamp	Timestamp		timestamp	8	No	361	

## 58.48 COMPANYCLASSES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
ClassID	Group	CompanyClassNames.ClassID	int	4	No	2560	
CompanyClassCode	Subgroup		nvarchar	30	No	7739	
Description	Description		nvarchar	60	Yes	4243	
Division	Division		smallint	2	Yes	64	
ID	ID		uniqueidentifier	16	No	31212	newid()
Level	Level		int		No		1
ParentClassCode	Parent Class Code		nvarchar	30	Yes		
Timestamp	Timestamp		timestamp	8	No	361	

## 58.49 NOTES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Division	Division		smallint	2	Yes	64	
Guid	Guid		uniqueidentifier	16	Yes		newid()
ID	ID		int	4	No	31212	
Note	Note		nvarchar	16	Yes	8873	
Timestamp	Timestamp		timestamp	8	No	361	

## 58.50 DELETIONLOGS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CompanyCode	Company	Bedryf.Bednr	nchar	3	No		
Division	Division		smallint	2	Yes		
ID	ID		int	4	No		
KeyDate1	Key date field 1		datetime	8	Yes		
KeyDate2	Key date field 2		datetime	8	Yes		
KeyDate3	Key date field 3		datetime	8	Yes		
KeyGuid1	Key Guid field 1		uniqueidentifier	16	Yes		
KeyGuid2	Key Guid field 2		uniqueidentifier	16	Yes		
KeyGuid3	Key Guid field 3		uniqueidentifier	16	Yes		
KeyInt1	Key integer field 1		int	4	Yes		
KeyInt2	Key integer field 2		int	4	Yes		
KeyInt3	Key integer field 3		int	4	Yes		
KeyInt4	Key integer field 4		int	4	Yes		
KeyInt5	Key integer field 5		int	4	Yes		
KeyString1	Key string field 1		nvarchar	50	Yes		
KeyString2	Key string field 2		nvarchar	50	Yes		
KeyString3	Key string field 3		nvarchar	50	Yes		
KeyString4	Key string field 4		nvarchar	50	Yes		
KeyString5	Key string field 5		nvarchar	50	Yes		
Syscreated	Created date and time		datetime	8	No		getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysguid	SysGuid		uniqueidentifier	16	No		newid()
TableName	Table name		nvarchar	100	No		
Timestamp	Timestamp		timestamp	8	Yes		



## 58.51 HRCOMPONENTS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Account	Account	Cicmpy.Cmp_wwn	uniqueidentifier	16	Yes	8	
Age	Age		smallint	2	No	17481	0
Bankaccount	Bank account	Bnkacc.Bnknr / Bnkkop.Bank_rek	nvarchar	34	Yes	1944	
Blocked	Blocked		tinyint	1	No	1267	1
Comp_Code	Component		nchar	8	No	4138	
Comp_Status	Component status		nchar	1	Yes	4332	
Comp_Sub_Type	Component sub type		nchar	4	Yes	7737	
Comp_Type	Component type		nchar	1	Yes	3801	
Comp_Visible	Component is visible		nchar	1	Yes	0	
CompanyCode	Company Code		nChar	3	Yes	5642	
Country	Country	Land.LandCode	nchar	3	Yes	2356	
Country_char1	Country specific character field 1		nchar	1	Yes	0	
Country_char2	Country specific character field 2		nchar	1	Yes	0	
Country_char3	Country specific character field 3		nchar	1	Yes	0	
Country_char4	Country specific character field 4		nchar	1	Yes	0	
Country_char5	Country specific character field 5		nchar	1	Yes	0	
Country_char6	Country specific character field 6		nchar	1	Yes	0	
Country_char7	Country specific character field 7		nchar	1	Yes	0	
Country_char8	Country specific character field 8		nchar	1	Yes	0	
Country_char9	Country specific character field 9		nchar	1	Yes	0	
Country_float1	Country specific number field		float	8	No	0	0.0
country_float2	Country specific number field		float	8	No	0	0.0
country_float3	Country specific number field		float	8	No	0	0.0
country_float4	Country specific number field		float	8	No	0	0.0
country_float5	Country specific number field		float	8	No	0	0.0
country_float6	Country specific number field		float	8	No	0	0.0
Country_float7	Country specific number field		float	8	No	0	0.0
Country_float8	Country specific number field		float	8	No	0	0.0
Country_float9	Country specific number field		float	8	No	0	0.0
Country_float10	Country specific number field		float	8	No	0	0.0
Country_float11	Country specific number field		float	8	No	0	0.0
Country_float12	Country specific number field		float	8	No	0	0.0
Country_Guid1	Country specific Guid field 1		uniqueidentifier	16	Yes	0	
Country_Guid2	Country specific Guid field 2		uniqueidentifier	16	Yes	0	
Country_ny1	Country specific no / yes field 1		tinyint	1	No	0	0
Country_ny2	Country specific no / yes field 2		tinyint	1	No	0	0
Country_ny3	Country specific no / yes field 3		tinyint	1	No	0	0
Country_ny4	Country specific no / yes field 4		tinyint	1	No	0	0

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Country_ny5	Country specific no / yes field 5		tinyint	1	No	0	0
Country_ny6	Country specific no / yes field 6		tinyint	1	No	0	0
Country_ny7	Country specific no / yes field 7		tinyint	1	No	0	0
Country_ny8	Country specific no / yes field 8		tinyint	1	No	0	0
Country_ny9	Country specific no / yes field 9		tinyint	1	No	0	0
Country_ny10	Country specific no / yes field 10		tinyint	1	No	0	0
Country_ny11	Country specific no / yes field 11		tinyint	1	No	0	0
Country_ny12	Country specific no / yes field 12		tinyint	1	No	0	0
Country_ny13	Country specific no / yes field 13		tinyint	1	No	0	0
Country_ny14	Country specific no / yes field 14		tinyint	1	No	0	0
Country_ny15	Country specific no / yes field 15		tinyint	1	No	0	0
Country_ny16	Country specific no / yes field 16		tinyint	1	No	0	0
Country_ny17	Country specific no / yes field 17		tinyint	1	No	0	0
Country_ny18	Country specific no / yes field 18		tinyint	1	No	0	0
Country_string1	Country specific text field		nvarchar	75	Yes	8915	
Creditor	Sequence number		nchar	6	Yes	8504	
Creditor_Account	Creditor general ledger account number	Grtbk.Rekrnr	nchar	9	Yes	455	
Creditor_CostCenter	Cost center		nchar	8	Yes	8494	
Creditor_CostUnit	Cost unit		nchar	8	Yes	1194	
Currency	Currency	Valuta.Valcode	nchar	3	Yes	9192	
Default_Amount	Default amount		float	8	No	4182	0.0
Default_Percentage	Default percentage		float	8	No	8466	0.0
DefaultHourlyWage	Default Houly Wage		float	8	No	11303	0.0
Descr50_0	Description		nvarchar	50	Yes		
Descr50_1	Description 1		nvarchar	50	Yes		
Descr50_2	Description 2		nvarchar	50	Yes		
Descr50_3	Description 3		nvarchar	50	Yes		
Descr50_4	Description 4		nvarchar	50	Yes		
Division	Division		smallint	2	Yes	64	
DocAttachmentID	Attachment ID	BacoDiscussions.ID	uniqueidentifier	16	Yes	31261	
Edit_Resource_Level	Adjustable		tinyint	1	No	0	1
EndDate	End date		datetime	8	Yes	22526	
FormulaField	Formula		nvarchar	2000	Yes	0	
ID	ID		int	4	No	0	
JobActivity	Job activity		nchar	10	Yes	0	
Ledger_Account	General ledger account number		nchar	9	Yes	17974	
Ledger_CostCenter	General ledger cost center	Kstpl.KstplCode	nchar	8	Yes	22159	
Ledger_CostUnit	General ledger cost unit		nchar	8	Yes	22160	
LedgerType	General ledger account type		nchar	1	Yes	22481	C
LocalCode	Local code		nchar	4	Yes	32198	
MainType	Payment term		nchar	8	Yes	0	
Notes	Notes	BacoDiscussions.ID	uniqueidentifier	16	Yes	19582	
Origin	Origin		nchar	1	No	11412	N
OriginalCode	Original code		nchar	8	Yes	0	

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Paid_By	Paid by		nchar	1	Yes	11503	
Parent_Code	Parent	HrComponents.Comp_Code	nchar	8	Yes	0	
Payment_Period	Payment period		nchar	1	Yes	24946	
Payroll	Link automatically		tinyint	1	No	8457	0
Priority	Priority		Smallint	2	No	3217	0
Scale	Scale		nchar	9	Yes	10452	
StartDate	Start date		datetime	8	No	3392	
StateCode	State code	AddressStates.StateCode	nchar	3	Yes	31215	
Syscreated	Syscreated		datetime	8	No	0	
Syscreator	Syscreator	Humres.Res_ID	int	4	No	0	0
SysGuid	SysGuid		uniqueidentifier	16	No	0	
Sysmodified	Sysmodified		datetime	8	No	0	
Sysmodifier	Sysmodifier	Humres.Res_ID	int	4	No	0	0
Timestamp	Timestamp		timestamp	8	No		
Unit	Unit		nchar	1	Yes	2976	

## 58.52 HRCOMP\_RESOURCE

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Amount	Amount		float	8	No	4182	0.0
BankAccount	Bank account	Bnkacc.Bnknr / Bnkkop.Bank_rek	nVarchar	34	Yes	1944	
Comp_Code	Component	HrComponents.Comp_Code	nchar	8	No	4138	
CompanyCode	Company code	Bedryf.Bednr	nchar	3	Yes	5642	
ComponentGuid	Component Guid		uniqueidentifier	16	No	0	
Contract	Contract		smallint	2	No	10421	0
Country_char1	Country specific character field 1		nchar	1	Yes	0	
Country_char2	Country specific character field 2		nchar	1	Yes	0	
Country_char3	Country specific character field 3		nchar	1	Yes	0	
Country_date1	Country specific date field 1		datetime	8	Yes	0	
Country_date2	Country specific date field 2		datetime	8	Yes	0	
Country_float1	Country specific number field 1		float	8	No	0	0.0
Country_float2	Country specific number field 2		float	8	No	0	0.0
Country_float3	Country specific number field 3		float	8	No	0	0.0
Country_float4	Country specific number field 4		float	8	No	0	0.0
Country_float5	Country specific number field 5		float	8	No	0	0.0
Country_ny1	Country specific no/yes field 1		tinyint	1	No	0	0
Country_ny2	Country specific no/yes field 2		tinyint	1	No	0	0
Country_ny3	Country specific no/yes field 3		tinyint	1	No	0	0
Creditor	Creditor	Cicmpy.Crdnr	nchar	6	Yes	8504	
Creditor_Account	Creditor account	Grtbk.Reknr	nchar	9	Yes	455	
Creditor_CostCenter	Cost center		nchar	8	Yes	8494	
Creditor_CostUnit	Cost unit		nchar	8	Yes	1194	
Currency	Currency		nChar	3	Yes	8509	
Deviating_descr50	Deviating description		nvarchar	50	Yes	4243	
Division	Division		smallint	2	Yes	64	
DocAttachmentID	Attachment ID	BacoDiscussions.ID	uniqueidentifier	16	Yes	31261	
EndDate	End date		datetime	8	Yes	22526	
HourlyWage	Hourly wage		float	8	No	11303	0.0
ID	ID		int		No	0	
Job_title	Job title	Hrjbtl.Job_Title	nVarchar	12	Yes	29537	
Ledger_Account	General ledger account number	Grtbk.Reknr	nchar	9	Yes	17974	
Ledger_CostCenter	Cost center	Kstpl.KstplCode	nchar	8	Yes	8494	
Ledger_CostUnit	Cost unit	Kstdr.KstdrCode	nchar	8	Yes	1194	
LocalCode	Local code		nchar	4	Yes	32198	
Notes	Notes	BacoDiscussions.ID	uniqueidentifier	16	Yes	19582	
Number	Number		float	8	No	9616	0.0
Number_Days_Period	Number of days per period		float	8	No	1938	0.0
Paid_By	Paid by		nchar	1	Yes	11503	
Percentage	Percentage		float	8	No	8466	0.0
Priority	Priority		smallint	2	No	3217	0
Project	Project	PRProject.ProjectCode	nvarchar	20	Yes	8657	
ReferenceCode	Reference code	HrComp_Resource.ReferenceCode	nchar	8	Yes	0	
ReferenceNr1	Reference		nvarchar	20	Yes	5961	
ReferenceNr2	Extra reference		nvarchar	20	Yes	12576	

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Res_ID	Resource ID	Humres.Res_ID	int	4	No	12	0
SalaryScale	Salary scale	HrFree.RecKey	nvarchar	10	Yes	10437	
Scale	Scale	HrComponents.Scale	nchar	9	Yes	23643	
StartDate	Start date		datetime	8	No	3392	
StateCode	State code		nchar	3	Yes	31215	
Syscreated	Syscreated		datetime	8	No	0	
Syscreator	Syscreator	Humres.Res_ID	int	4	No	0	0
SysGuid	SysGuid		uniqueidentifier	16	No	0	
Sysmodified	Sysmodified		datetime	8	No	0	
Sysmodifier	Sysmodifier	Humres.Res_ID	int	4	No	0	0
Timestamp	Timestamp		timestamp	8	No		

## 58.53 HRCOMP\_TRANS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Amount_Costs	Costs		float	8	No	11690	0.0
Amount_To_Be_Paid	Amount to be paid		float	8	No	6153	0.0
BankAccount	Bank account	Bnkacc.Bnknr / Bnkkop.Bank_rek	nvarchar	34	Yes	1944	
Base_Value	Base value		float	8	No	5444	0.0
Calc_Country_float1	Country specific number calculation field 1		float	8	No	0	0.0
Calc_Country_float2	Country specific number calculation field 2		float	8	No	0	0.0
Calc_Country_float3	Country specific number calculation field 3		float	8	No	0	0.0
CalculationDate	Calculation date		datetime	8	No	12351	
Comp_Code	Component	HrComponents.Comp_Code	nchar	8	No	4138	
Comp_Sub_Type	Component subtype		nchar	4	Yes	7737	
Comp_Type	Component type		nchar	1	Yes	3801	
CompanyCode	Company code	Bedryf.Bednr	nchar	3	Yes	5642	
ComponentGuid	Component Guid	hrcomp_resource.ComponentGuid	uniqueidentifier	16	Yes	0	
Contract	Contract		smallint	2	No	10421	0
Country	Country	Land.LandCode	nchar	3	Yes	2356	
Country_char1	Country specific character field 1		nchar	1	Yes	0	
Country_char2	Country specific character field 2		nchar	1	Yes	0	
Country_char3	Country specific character field 3		nchar	1	Yes	0	
Country_char4	Country specific character field 4		nchar	1	Yes	0	
Country_char5	Country specific character field 5		nchar	1	Yes	0	
Country_char6	Country specific character field 6		nchar	1	Yes	0	
Country_char7	Country specific character field 7		nchar	1	Yes	0	
Country_char8	Country specific character field 8		nchar	1	Yes	0	
Country_char9	Country specific character field 9		nchar	1	Yes	0	

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Country_float1	Country specific number field 1		float	8	No	0	0.0
Country_float2	Country specific number field 2		float	8	No	0	0.0
Country_float3	Country specific number field 3		float	8	No	0	0.0
Country_float4	Country specific number field 4		float	8	No	0	0.0
Country_float5	Country specific number field 5		float	8	No	0	0.0
Country_float6	Country specific number field 6		float	8	No	0	0.0
Country_ny1	Country specific no/yes field 1		tinyint	1	No	0	0
Country_ny2	Country specific no/yes field 2		tinyint	1	No	0	0
Country_ny3	Country specific no/yes field 3		tinyint	1	No	0	0
Country_ny4	Country specific no/yes field 4		tinyint	1	No	0	0
Country_ny5	Country specific no/yes field 5		tinyint	1	No	0	0
Country_ny6	Country specific no/yes field 6		tinyint	1	No	0	0
Country_ny7	Country specific no/yes field 7		tinyint	1	No	0	0
Country_ny8	Country specific no/yes field 8		tinyint	1	No	0	0
Country_ny9	Country specific no/yes field 9		tinyint	1	No	0	0
Country_ny10	Country specific no/yes field 10		tinyint	1	No	0	0
Country_ny11	Country specific no/yes field 11		tinyint	1	No	0	0
Country_ny12	Country specific no/yes field 12		tinyint	1	No	0	0
Country_ny13	Country specific no/yes field 13		tinyint	1	No	0	0
Country_ny14	Country specific no/yes field 14		tinyint	1	No	0	0
Country_ny15	Country specific no/yes field 15		tinyint	1	No	0	0
Country_ny16	Country specific no/yes field 16		tinyint	1	No	0	0
Country_ny17	Country specific no/yes field 17		tinyint	1	No	0	0
Country_ny18	Country specific no/yes field 18		tinyint	1	No	0	0

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Country_string1	Country specific text field		nvarchar	75	Yes	8915	
Creditor	Creditor	Cicmpy.Crdnr / DivisonCreditors.Creditor	nchar	6	Yes	8504	
Creditor_Account	General ledger account number	Grtbk.Reknr	nchar	9	Yes	455	
Creditor_CostCenter	Cost center		nchar	8	Yes	8494	
Creditor_CostUnit	Cost unit		nchar	8	Yes	1194	
Currency	Currency	Valuta.ValCode	nchar	3	Yes	9192	
Declaration_Date	Declaration date		datetime	8	Yes	0	
Declaration_Made	Declaration made		tinyint	1	No	0	0
Declaration_Number	Declaration number		nvarchar	15	Yes	5642	
Declaration_Period	Declaration period		smallint	2	Yes	6909	
Declaration_Sequence	Declaration sequence		smallint	2	Yes	9546	
Deviating_descr50	Deviating description		nvarchar	50	Yes	4243	
Division	Division		smallint	2	Yes	64	
DocAttachmentID	Attachments	BacoDiscussions.ID	uniqueidentifier	16	Yes	31261	
Entry_Amount	Amount entered		float	8	No	4182	0.0
Entry_Percentage	Percentage entered		float	8	No	8466	0.0
Entryorigin	Origin		nchar	1	Yes	11412	
FormulaField	Formula	hrcomponents.formula	nvarchar	2000	Yes	0	
HourlyWage	Hourly wage	hrcomp_resource.hourlywage	float	8	No	11303	0.0
ID	ID		int	4	No		
ItemCode	Item		nvarchar	30	Yes	1102	
Ledger_Account	General ledger account number		nchar	9	Yes	17974	
Ledger_CostCenter	Cost center	Kstpl.KstplCode	nchar	8	Yes	8494	
Ledger_CostUnit	Cost unit	Kstdr.KstdrCode	nchar	8	Yes	1194	
LocalCode	Local code		nchar	4	Yes	32198	
Notes	Notes	BacoDiscussions.ID	uniqueidentifier	16	Yes	19582	
Number	Number		float	8	No	9616	0.0
Number_Days_Absent	Number of days absent		float	8	No	0	0.0
Number_Days_Component	Number of days for component		float	8	No	0	0.0
Number_Days_Period	Number of days in period		float	8	No	1938	0.0
OurReference	Our reference		nchar	8	Yes	119	
Paid_By	Paid by		nchar	1	Yes	11503	
Payment_Period	Payment period		nchar	1	Yes	24946	
PayrollYear	Year		smallint	2	Yes	1321	
Period	Period		smallint	2	No	5771	
Priority	Priority		smallint	2	No	3217	0
Project	Project	PRProject.ProjectCode	nvarchar	20	Yes	8657	
ReferenceNr1	Reference		nvarchar	20	Yes	5961	
ReferenceNr2	Extra reference		nvarchar	20	Yes	12576	
Res_ID	Resource ID		int	4	No	12	0
RunNumber	Run number		smallint	2	No	11110	1
StateCode	State code		nchar	3	Yes	31215	
Status	Status		nchar	1	Yes	4332	
Syscreated	Syscreated		datetime	8	No	0	



Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Syscreator	Syscreator	Humres.Res_ID	int	4	No	0	0
SysGuid	SysGuid		uniqueidentifier	16	No	0	
Sysmodified	Sysmodified		datetime	8	No	0	
Sysmodifier	Sysmodifier	Humres.Res_ID	int	4	No	0	0
Timestamp	Timestamp		timestamp	8	No		
Unit	Unit		nchar	1	Yes	2976	
VoidDate	VoidDate		Datetime	8	Yes	13334	
YourReference	Your reference		nVarchar	30	Yes	1506	

## 58.54 HRCOMPONENTITEMLINKS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Assortment	Assortment	ItemsAssortment.Assortment	nvarchar	30	Yes	222	
Comp_Code	Component		nchar	8	No	4138	
Division	Division		smallint	2	Yes	64	
ID	ID		int		No		
ItemCode	Activity	Items.ItemCode	nvarchar	30	Yes	1102	
Ledger_Account	General ledger account number	Grtbk.Reknr	nvarchar	9	Yes	74	
PayrollComponent	Payroll component	HrComponents.Comp_Code	nvarchar	8	Yes	9175	
RelCode	Relation code	HrFree.ReckKey	nvarchar	10	Yes	4138	
Syscreated	Syscreated		datetime	8	No		
Syscreator	Syscreator	Humres.Res_ID	int	4	No		0
SysGuid	SysGuid		uniqueidentifier	16	No		
Sysmodified	Sysmodified		datetime	8	No		
Sysmodifier	Sysmodifier	Humres.Res_ID	int	4	No		0
Timestamp	Timestamp		timestamp	8	No		
Type	Type		nchar	1	No	5172	A

## 58.55 HRPAYROLL

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Component_Group	Component group	HrFree.RecKey	nchar	10	Yes	13781	
Contract	Contract		smallint	2	No	10421	0
Country	Country	Land.LandCode	nchar	3	Yes	2356	
Country15Char1	Country specific length 15 character field 1		nvarchar	15	Yes		
Country15Char2	Country specific length 15 character field 2		nvarchar	15	Yes		
Country15Char3	Country specific length 15 character field 3		nvarchar	15	Yes		
Country30Varchar1	Country specific length 30 character field 1		nvarchar	30	Yes		
Country30Varchar2	Country specific length 30 character field 2		nvarchar	30	Yes		
Country30Varchar3	Country specific length 30 character field 3		nvarchar	30	Yes		
Country30Varchar4	Country specific length 30 character field 4		nvarchar	30	Yes		
Country30Varchar5	Country specific length 30 character field 5		nvarchar	30	Yes		
Country70Varchar1	Country specific length 70 character field 1		nvarchar	70	Yes		
Country70Varchar2	Country specific length 70 character field 2		nvarchar	70	Yes		
Country70Varchar3	Country specific length 70 character field 3		nvarchar	70	Yes		
Country8Char1	Country specific length 8 character field 1		nchar	8	Yes		
Country8Char2	Country specific length 8 character field 2		nchar	8	Yes		
Country8Char3	Country specific length 8 character field 3		nchar	8	Yes		
Country8Char4	Country specific length 8 character field 4		nchar	8	Yes		
Country8Char5	Country specific length 8 character field 5		nchar	8	Yes		
Country8Char6	Country specific length 8 character field 6		nchar	8	Yes		
CountryDate1	Country specific date field 1		datetime	8	Yes		
CountryDate2	Country specific date field 2		datetime	8	Yes		
CountryDate3	Country specific date field 3		datetime	8	Yes		
CountryDate4	Country specific date field 4		datetime	8	Yes		
CountryDate5	Country specific date field 5		datetime	8	Yes		
CountryDate6	Country specific date field 6		datetime	8	Yes		
CountryDate7	Country specific date field 7		datetime	8	Yes		
CountryDate8	Country specific date field 8		datetime	8	Yes		
CountryDate9	Country specific date field 9		datetime	8	Yes		
CountryDate10	Country specific date field 10		datetime	8	Yes		
CountryDate11	Country specific date field 11		datetime	8	Yes		
CountryDate12	Country specific date field 12		datetime	8	Yes		
CountryDate13	Country specific date field 13		datetime	8	Yes		
CountryDate14	Country specific date field 14		datetime	8	Yes		
CountryDate15	Country specific date field 15		datetime	8	Yes		
CountryDate16	Country specific date field 16		datetime	8	Yes		
CountryDate17	Country specific date field 17		datetime	8	Yes		
CountryDate18	Country specific date field 18		datetime	8	Yes		
CountryDate19	Country specific date field 19		datetime	8	Yes		
CountryDate20	Country specific date field 20		datetime	8	Yes		
CountryDate21	Country specific date field 21		datetime	8	Yes		
CountryDate22	Country specific date field 22		datetime	8	Yes		
CountryFloat1	Country specific decimal number field 1		float	8	No		0.0

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CountryFloat2	Country specific decimal number field 2		float	8	No		0.0
CountryFloat3	Country specific decimal number field 3		float	8	No		0.0
CountryFloat4	Country specific decimal number field 4		float	8	No		0.0
CountryFloat5	Country specific decimal number field 5		float	8	No		0.0
CountryFloat6	Country specific decimal number field 6		float	8	No		0.0
CountryFloat7	Country specific decimal number field 7		float	8	No		0.0
CountryFloat8	Country specific decimal number field 8		float	8	No		0.0
CountryFloat9	Country specific decimal number field 9		float	8	No		0.0
CountryFloat10	Country specific decimal number field 10		float	8	No		0.0
CountryFloat11	Country specific decimal number field 11		float	8	No		0.0
CountryFloat12	Country specific decimal number field 12		float	8	No		0.0
CountryFloat13	Country specific decimal number field 13		float	8	No		0.0
CountryFloat14	Country specific decimal number field 14		float	8	No		0.0
CountryFloat15	Country specific decimal number field 15		float	8	No		0.0
CountryFloat16	Country specific decimal number field 16		float	8	No		0.0
CountryFloat17	Country specific decimal number field 17		float	8	No		0.0
CountryFloat18	Country specific decimal number field 188		float	8	No		0.0
CountryFloat19	Country specific decimal number field 19		float	8	No		0.0
CountryFloat20	Country specific decimal number field 20		float	8	No		0.0
CountryFloat21	Country specific decimal number field 21		float	8	No		0.0
CountryFloat22	Country specific decimal number field 22		float	8	No		0.0
CountryFloat23	Country specific decimal number field 23		float	8	No		0.0
CountryFloat24	Country specific decimal number field 24		float	8	No		0.0
CountryFloat25	Country specific decimal number field 25		float	8	No		0.0
CountryFloat26	Country specific decimal number field 26		float	8	No		0.0
CountryFloat27	Country specific decimal number field 27		float	8	No		0.0
CountryFloat28	Country specific decimal number field 28		float	8	No		0.0
CountryFloat29	Country specific decimal number field 29		float	8	No		0.0
CountryFloat30	Country specific decimal number field 30		float	8	No		0.0
CountryFloat31	Country specific decimal number field 31		float	8	No		0.0
CountryFloat32	Country specific decimal number field 32		float	8	No		0.0
CountryFloat33	Country specific decimal number field 33		float	8	No		0.0
CountryFloat34	Country specific decimal number field 34		float	8	No		0.0
CountryFloat35	Country specific decimal number field 35		float	8	No		0.0
CountryFloat36	Country specific decimal number field 36		float	8	No		0.0
CountryFloat37	Country specific decimal number field 37		float	8	No		0.0

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CountryFloat38	Country specific decimal number field 38		float	8	No		0.0
CountryFloat39	Country specific decimal number field 39		float	8	No		0.0
CountryFloat40	Country specific decimal number field 40		float	8	No		0.0
CountryInt1	Country specific number field 1		int	4	Yes		
CountryInt2	Country specific number field 2		int	4	Yes		
CountryInt3	Country specific number field 3		int	4	Yes		
CountryNoYes1	Country specific no / yes field 1		tinyint	1	No		0
CountryNoYes2	Country specific no / yes field 2		tinyint	1	No		0
CountryNoYes3	Country specific no / yes field 3		tinyint	1	No		0
CountryNoYes4	Country specific no / yes field 4		tinyint	1	No		0
CountryNoYes5	Country specific no / yes field 5		tinyint	1	No		0
CountryNoYes6	Country specific no / yes field 6		tinyint	1	No		0
CountryNoYes7	Country specific no / yes field 7		tinyint	1	No		0
CountryNoYes8	Country specific no / yes field 8		tinyint	1	No		0
CountryNoYes9	Country specific no / yes field 9		tinyint	1	No		0
CountryNoYes10	Country specific no / yes field 10		tinyint	1	No		0
CountryNoYes11	Country specific no / yes field 11		tinyint	1	No		0
CountryNoYes12	Country specific no / yes field 12		tinyint	1	No		0
CountryNoYes13	Country specific no / yes field 13		tinyint	1	No		0
CountryNoYes14	Country specific no / yes field 14		tinyint	1	No		0
CountryNoYes15	Country specific no / yes field 15		tinyint	1	No		0
CountryNoYes16	Country specific no / yes field 16		tinyint	1	No		0
CountryNoYes17	Country specific no / yes field 17		tinyint	1	No		0
CountryNoYes18	Country specific no / yes field 18		tinyint	1	No		0
CountryNoYes19	Country specific no / yes field 19		tinyint	1	No		0
CountryNoYes20	Country specific no / yes field 20		tinyint	1	No		0
CountryNoYes21	Country specific no / yes field 21		tinyint	1	No		0
CountryNoYes22	Country specific no / yes field 22		tinyint	1	No		0
CountryNoYes23	Country specific no / yes field 23		tinyint	1	No		0
CountryNoYes24	Country specific no / yes field 24		tinyint	1	No		0
CountryNoYes25	Country specific no / yes field 25		tinyint	1	No		0
CountryNoYes26	Country specific no / yes field 26		tinyint	1	No		0
CountryNoYes27	Country specific no / yes field 27		tinyint	1	No		0
CountryNoYes28	Country specific no / yes field 28		tinyint	1	No		0
CountryNoYes29	Country specific no / yes field 29		tinyint	1	No		0
CountryNoYes30	Country specific no / yes field 30		tinyint	1	No		0
CountrySmallint1	Country specific small number field 1		smallint	2	Yes		
CountrySmallint2	Country specific small number field 2		smallint	2	Yes		
CountrySmallint3	Country specific small number field 3		smallint	2	Yes		
CountrySmallint4	Country specific small number field 4		smallint	2	Yes		
CountrySmallint5	Country specific small number field 5		smallint	2	Yes		
CountrySmallint6	Country specific small number field 6		smallint	2	Yes		
CountrySmallint7	Country specific small number field 7		smallint	2	Yes		
CountrySmallint8	Country specific small number field 8		smallint	2	Yes		
CountrySmallint9	Country specific small number field 9		smallint	2	Yes		
CountrySmallint10	Country specific small number field 10		smallint	2	Yes		
CountrySmallint11	Country specific small number field 11		smallint	2	Yes		
CountrySmallint12	Country specific small number field 12		smallint	2	Yes		

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CountrySmallint13	Country specific small number field 13		smallint	2	Yes		
CountrySmallint14	Country specific small number field 14		smallint	2	Yes		
CountrySmallint15	Country specific small number field 15		smallint	2	Yes		
CountrySmallint16	Country specific small number field 16		smallint	2	Yes		
CountrySmallint17	Country specific small number field 17		smallint	2	Yes		
CountrySmallint18	Country specific small number field 18		smallint	2	Yes		
CountrySmallint19	Country specific small number field 19		smallint	2	Yes		
CountrySmallint20	Country specific small number field 20		smallint	2	Yes		
CountrySmallint21	Country specific small number field 21		smallint	2	Yes		
CountrySmallint22	Country specific small number field 22		smallint	2	Yes		
CountrySmallint23	Country specific small number field 23		smallint	2	Yes		
CountrySmallint24	Country specific small number field 24		smallint	2	Yes		
CountrySmallint25	Country specific small number field 25		smallint	2	Yes		
CountrySmallint26	Country specific small number field 26		smallint	2	Yes		
CountrySmallint27	Country specific small number field 27		smallint	2	Yes		
CountrySmallint28	Country specific small number field 28		smallint	2	Yes		
CountrySmallint29	Country specific small number field 29		smallint	2	Yes		
CountrySmallint30	Country specific small number field 30		smallint	2	Yes		
CountryTest1	Country specific list box field 1		nchar	1	Yes		
CountryTest2	Country specific list box field 2		nchar	1	Yes		
CountryTest3	Country specific list box field 3		nchar	1	Yes		
CountryTest4	Country specific list box field 4		nchar	1	Yes		
CountryTest5	Country specific list box field 5		nchar	1	Yes		
CountryTest6	Country specific list box field 6		nchar	1	Yes		
CountryTest7	Country specific list box field 7		nchar	1	Yes		
CountryTest8	Country specific list box field 8		nchar	1	Yes		
CountryTest9	Country specific list box field 9		nchar	1	Yes		
CountryTest10	Country specific list box field 10		nchar	1	Yes		
CountryTest11	Country specific list box field 11		nchar	1	Yes		
CountryTest12	Country specific list box field 12		nchar	1	Yes		
CountryTest13	Country specific list box field 13		nchar	1	Yes		
CountryTest14	Country specific list box field 14		nchar	1	Yes		
CountryTest15	Country specific list box field 15		nchar	1	Yes		
CountryTest16	Country specific list box field 16		nchar	1	Yes		
CountryTest17	Country specific list box field 17		nchar	1	Yes		
CountryTest18	Country specific list box field 18		nchar	1	Yes		
CountryTest19	Country specific list box field 19		nchar	1	Yes		
CountryTest20	Country specific list box field 20		nchar	1	Yes		
CountryTest21	Country specific list box field 21		nchar	1	Yes		
CountryTest22	Country specific list box field 22		nchar	1	Yes		
CountryTest23	Country specific list box field 23		nchar	1	Yes		
CountryTest24	Country specific list box field 24		nchar	1	Yes		
CountryTest25	Country specific list box field 25		nchar	1	Yes		
CountryTest26	Country specific list box field 26		nchar	1	Yes		
CountryTest27	Country specific list box field 27		nchar	1	Yes		
CountryTest28	Country specific list box field 28		nchar	1	Yes		

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CountryTest29	Country specific list box field 29		nchar	1	Yes		
CountryTest30	Country specific list box field 30		nchar	1	Yes		
CountryTest31	Country specific list box field 31		nchar	1	Yes		
CountryTest32	Country specific list box field 32		nchar	1	Yes		
CountryTest33	Country specific list box field 33		nchar	1	Yes		
CountryTest34	Country specific list box field 34		nchar	1	Yes		
CountryTest35	Country specific list box field 35		nchar	1	Yes		
CountryTest36	Country specific list box field 36		nchar	1	Yes		
CountryTest37	Country specific list box field 37		nchar	1	Yes		
CountryTest38	Country specific list box field 38		nchar	1	Yes		
CountryTest39	Country specific list box field 39		nchar	1	Yes		
CountryTest40	Country specific list box field 40		nchar	1	Yes		
CountryTest41	Country specific list box field 41		nchar	1	Yes		
CountryTest42	Country specific list box field 42		nchar	1	Yes		
CountryTest43	Country specific list box field 43		nchar	1	Yes		
CountryTest44	Country specific list box field 44		nchar	1	Yes		
CountryTest45	Country specific list box field 45		nchar	1	Yes		
CountryTest46	Country specific list box field 46		nchar	1	Yes		
CountryTest47	Country specific list box field 47		nchar	1	Yes		
CountryTest48	Country specific list box field 48		nchar	1	Yes		
CountryTest49	Country specific list box field 49		nchar	1	Yes		
CountryTest50	Country specific list box field 50		nchar	1	Yes		
Description	Description		nvarchar	50	Yes	4243	
Division	Division		smallint	2	Yes	64	
DocAttachmentID	Attachment	BacoDiscussions.ID	uniqueidentifier	16	Yes	31617	
EndDate	End date		datetime	8	Yes	22526	
ID	ID		int	4	No		
Job_Title	Job title	Hrjbtl.Job_Title	nVarchar	12	Yes	29537	
Payment_Period	Payment period		nchar	1	Yes	24946 M	
PayrollYear	Payroll year		smallint	2	Yes	1321	
Period	Period		smallint	2	No	5771	
Res_ID	Resource	Humres.Res_ID	int	4	No	12	0
StartDate	Start date		datetime	8	No	3392	
Syscreated	Syscreated		datetime	8	No		
Syscreator	Syscreator	Humres.Res_ID	int	4	No		0
Sysguid	Sysguid		uniqueidentifier	16	No		
Sysmodified	Sysmodified		datetime	8	No		
Sysmodifier	Sysmodifier	Humres.Res_ID	int	4	No		0
Timestamp	Timestamp		timestamp	8	No		
Type	Type		nchar	1	No	3801	N

## 58.56 DIVISIONPEOPLE

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Assistant	Assistant		int	4	Yes		
BackOfficeBlocked	Back office		tinyint	1	No		0
ContractEndDate	Contract end date		datetime	8	Yes		
CostCenter	Cost center		nvarchar	30	Yes		
CostUnit	Cost unit		nchar	8	Yes		
CurrentRating	Current rating		nchar	3	Yes		
Division	Division		nchar	3	No		N
DivisionCreditorID	Division creditor ID		uniqueidentifier	16	Yes		
DivisionDebtorID	Division debtor ID		uniqueidentifier	16	Yes		
Email	Email		nvarchar	100	Yes		
Extension	Extension		nvarchar	10	Yes		
Fax	Fax		nvarchar	25	Yes		
FTE	Full Time-Equivalent		float	8	No		0.0
ID	ID		uniqueidentifier	16	No		newID()
Inactive	Inactive		datetime	8	Yes		
InternalRate	Internal rate		float	8	No		0.0
InvoiceLimit	Invoice limit		float	8	No		0.0
JobTitle	Job title		nvarchar	12	Yes		
JobLevel	Job level		int	4	No		0
Location	Location		nvarchar	10	Yes		
MainDivision	Main division		bit	1	No		0
MainLocation	Main location		nvarchar	10	Yes		
Manager	Manager		int	4	Yes		
Mobile	Mobile number		nvarchar	25	Yes		
PersonID	Person ID		int	4	No		0
Phone	Phone number		nvarchar	25	Yes		
PreviousRating	Previous rating		nchar	4	Yes		
PurchaseLimit	Purchase limit		float	8	No		0.0
Rate	Rate		nvarchar	30	Yes		
Reason	Reason		nvarchar	120	Yes		
RMALimit	RMA limit		float	8	No		0.0
Room	Room		nvarchar	10	Yes		
SalesLimit	Sales limit		float	8	No		0.0
SecurityLevel	Security level		int	4	No		0
StartDate	Start date		datetime	8	No		Getdate()
Status	Status		nchar	1	Yes		
Syscreated	Created date and time		datetime	8	No		Getdate()
Syscreator	Creator		int	4	No		0
Sysmodified	Modified date and time		datetime	8	No		Getdate()
Sysmodifier	Modifier		int	4	No		0
Type	Type		nchar	1	Yes		

## 58.57 HRMPERSONALOBJECTIVES

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
DateCreated	Date created		datetime	8	No		
DateValue	Date value		datetime	8	Yes		
Description	Description		nvarchar	100	Yes		
DoubleValue	Double value		float	8	Yes		
GuidValue	Guid value		uniqueidentifier	16	Yes		
HeaderID	Header ID		uniqueidentifier	16	No		
ID	ID		uniqueidentifier	16	No		Newid()
ProfileID	Profile ID		uniqueidentifier	16	no		
Remark	Remark		nvarchar	Max	Yes		
SelectionValue	Selection value		smallint	2	Yes		
Status	Status		nvarchar	1	No		A
StringValue	String value		nvarchar	255	Yes		
Syscreated	Created date and time		datetime	8	No		Current_timestamp
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysmodified	Modified date and time		datetime	8	No		Current_timestamp
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0
YesNoValue	Yes no value		bit	1	Yes		

## 58.58 HRMACTIVITYCOMPETENCELINKS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Active	Active		bit	1	No		
Competence	Competence		uniqueidentifier	16	No		
CompetenceGroup	Competence group		uniqueidentifier	16	No		
ID	ID		uniqueidentifier	16	No		Newid()
JobActivity	Job activity		nvarchar	10	No		
JobLevel	Job level		int	4	No		
Syscreated	Created date and time		datetime	8	No		Current_timestamp
Syscreator	Creator		int	4	No		0
Sysmodified	Modified date and time		datetime	8	No		Current_timestamp
Sysmodifier	Modifier		int	4	No		0

## 58.59 HRMPERSONALOBJECTIVEHEADERS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CompetenceID	Competence ID		uniqueidentifier	16	No		
ID	ID		uniqueidentifier	16	No		Newid()
ProfileID	Profile ID		uniqueidentifier	16	No		
Syscreated	Created date and time		datetime	8	No		Current_timestamp
Syscreator	Creator	Humres.Res_ID	int	4	No		0
Sysmodified	Modified date and time		datetime	8	No		Current_timestamp
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		0



## 58.60 TIMELINEPERSONALINFO

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
ID	ID		int	4	No		
PersonalInfoXML	Personal info XML		xml		Yes		
ResourceID	Resource ID		int	4	No		

## 58.61 TIMELINECOVERPHOTOS

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
ID	ID		int	4	No		
Picture	Picture		varbinary	Max	Yes		
PictureFileName	Picture file name		nvarchar	255	Yes		
ResourceID	Resource ID		int	4	No		

## 58.62 PAYROLL PLUS

### 58.62.1 PayrollPlusComponents

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Code	Code		int	4	No		
Description	Description		nvarchar	50	Yes		
ID	ID		int	4	No		
Syscreated	Created date & time		datetime	8	No		Current_timestamp
Syscreator	Creator		int	4	No		0
Sysmodified	Modified date & time		datetime	8	No		Current_timestamp
Sysmodifier	Modifier		int	4	No		0

### 58.62.2 PayrollPlusCategories

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Code	Code		int	4	No		
Description	Description		nvarchar	40	Yes		
ID	ID		int	4	No		
Syscreated	Created date & time		datetime	8	No		Current_timestamp
Syscreator	Creator		int	4	No		0
Sysmodified	Modified date & time		datetime	8	No		Current_timestamp
Sysmodifier	Modifier		int	4	No		0

### 58.62.3 PayrollPlusDepartments

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
DepartmentID	Department ID		int	4	No		
Description	Description		nvarchar	40	Yes		
ID	ID		int	4	No		
Syscreated	Created date & time		datetime	8	No		Current_timestamp
Syscreator	Creator		int	4	No		0
Sysmodified	Modified date & time		datetime	8	No		Current_timestamp
Sysmodifier	Modifier		int	4	No		0

### 58.62.4 PayrollPlusFunctions

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Description	Description		nvarchar	40	Yes		
FunctionID	Function ID		int	4	No		
ID	ID		int	4	No		
Syscreated	Created date & time		datetime	8	No		Current_timestamp
Syscreator	Creator		int	4	No		0
Sysmodified	Modified date & time		datetime	8	No		Current_timestamp
Sysmodifier	Modifier		int	4	No		0

### 58.62.5 PayrollPlusEmployees

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
DepartmentID	Department ID		int	4	No		0
EndDate	End date		datetime	8	Yes		
FunctionID	Function ID		int	4	No		0
ID	ID		int	4	No		
ResourceID	Resource ID		int	4	No		0
StartDate	Start date		datetime	8	No		Current_timestamp
Syscreated	Created date & time		datetime	8	No		Current_timestamp
Syscreator	Creator		int	4	No		0
Sysmodified	Modified date & time		datetime	8	No		Current_timestamp
Sysmodifier	Modifier		int	4	No		0
TeamHours	Team hours		float	8	No		0.0

### 58.62.6 PayrollPlusEmployerCosts

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Code	Code		smallint	2	No		
Description	Description		nvarchar	50	Yes		
ID	ID		int	4	No		
TermID	Term ID		int	4	No		0

### 58.62.7 PayrollPlusWageResults

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CategoryCode	Category code		int	4	No	0	
ClientNumber	Client number		smallint	2	Yes		
ComponentCode	Component code		int	4	No	0	
Content	Content		float	8	No	0.0	
ContentRate	Content rate		float	8	No	0.0	
DepartmentID	Department ID		int	4	No	0	
EmployerCost	Employer cost		smallint	2	No	0	
FunctionID	Function ID		int	4	No	0	
ID	ID		int	4	No		
PayrollNo	Payroll number		int	4	No		
ResourceID	Resource ID		int	4	No	0	
Syscreated	Created date & time		datetime	8	No		Current_timestamp
Syscreator	Creator		int	4	No	0	
Sysmodified	Modified date & time		datetime	8	No		Current_timestamp
Sysmodifier	Modifier		int	4	No	0	
WagePeriod	Wage period		smallint	2	No	0	
WageYear	Wage year		smallint	2	No	0	

## 59. SAMPLE SQL QUERIES

### 59.1 HUMRES

1. Query to retrieve the list of active employees with the resource ID, full name and costcenter:

```
SELECT Res_ID, FullName, CostCenter
FROM Humres
WHERE (Emp_Type IN ('E','C','S','T'))
AND (Emp_stat IN ('A'))
AND Humres.Res_ID > 0
ORDER BY Humres.Res_ID
```

15. Query to retrieve the list of active employees with the resource ID, full name and job title ordered by job title:

```
SELECT Res_ID, FullName, CostCenter
FROM Humres
LEFT OUTER JOIN Hrbttl ON Hrbttl.Job_Title = Humres.Job_Title
WHERE (Emp_Type IN ('E','C','S','T'))
AND (Emp_stat IN ('A'))
AND Humres.Res_ID > 0
ORDER BY Hrbttl.Job_Title, Humres.Res_ID
```

16. Query to retrieve the employees that will become inactive ordered by resource ID:

```
SELECT Res_ID, FullName, Ldatuitdienst
FROM Humres
LEFT OUTER JOIN Hrbttl ON Hrbttl.Job_Title = Humres.Job_Title
WHERE (Emp_Type IN ('E','C','S','T'))
AND (Emp_stat IN ('A'))
AND Humres.Res_ID > 0
AND Ldatuitdienst is not null
AND Ldatuitdienst > getdate()
ORDER BY Humres.Res_ID
```

## 59.2 HRFREE

1. Query to retrieve all job groups ordered by the job group description.

```
SELECT RecKey, Descr60
FROM HrFree
WHERE FileType = 'JG'
ORDER BY Descr60
```

17. Query to retrieve all job activities ordered by job group.

```
SELECT RecKey, Descr60, JobGroup
FROM HrFree
WHERE FileType = 'VG'
ORDER BY JobGroup, Descr60
```

18. Query to retrieve the job activities where competencies 1 and 6 are marked ordered by the description of the job activity.

```
SELECT RecKey, Descr60
FROM HrFree
WHERE Competency1 = '1' AND Competency6 = '1'
AND FileType = 'VG'
ORDER BY Descr60
```

## 59.3 HRCOMPANYPERIODS

1. Query to retrieve closed periods of year '2006' for company '001'.

```
SELECT HRCompanyPeriods.FinPeriod, HRCompanyPeriods.FinYear
FROM HRCompanyPeriods
WHERE HRCompanyPeriods.FinYear = '2006'
AND HRCompanyPeriods.CompanyCode = '001'
ORDER BY HRCompanyPeriods.FinPeriod DESC
```

## 59.4 HRJBTL

1. Query to retrieve the number of active employees per job title.

```
SELECT Hrbttl.Job_Title, Hrbttl.Descr50, Count(*)
FROM Hrbttl
INNER JOIN Humres on Humres.Job_Title = Hrbttl.Job_Title
WHERE Humres.Emp_Type in ('E','C','S','T')
AND Humres.Emp_stat in ('A')
AND Humres.Res_ID > 0
GROUP BY Hrbttl.Job_Title, Hrbttl.Descr50
```

19. Query to retrieve the job titles that have a default security level equal to or higher than level '15'.

```
SELECT Job_Title, Descr50, Job_Level
FROM HrjbtI
WHERE Job_Level > '15'
ORDER BY Job_Level
```

## 59.5 HRMAINFINT

1. Query to retrieve all main financial component type.

```
SELECT * FROM HrMainFint
```

## 59.6 HRFIN

1. List all the component linked to resource with ID '10'.

```
SELECT * FROM Hrfin WHERE res_id = '10'
```

## 59.7 HRFINT

1. List of financial component of type earnings.

```
SELECT * FROM Hrfint WHERE fingroup = 'A'
```

## 59.8 ABSENCEENTITLEMENTS

1. Query to retrieve all entitlements entitled to each resource.

```
SELECT AbsenceEntitlements.EmpID, AbsenceEntitlements.AbsenceType,
AbsenceTypes.Description, COUNT (AbsenceEntitlements.Empid)
FROM AbsenceEntitlements
LEFT JOIN AbsenceTypes on AbsenceEntitlements.AbsenceType = AbsenceTypes.ID
GROUP BY AbsenceEntitlements.Empid, AbsenceEntitlements.AbsenceType,
AbsenceTypes.Description
```

## 59.9 PUBLICHOLIDAYS

1. Query to retrieve country specific public holidays and ordered by date.

```
SELECT Date, Country, Description, MainLoc
FROM PublicHolidays
WHERE Country IS NOT NULL
ORDER BY Date
```

20. Query to retrieve location specific public holidays and ordered by date.

```
SELECT Date, Country, Description, MainLoc
FROM PublicHolidays
WHERE MainLoc IS NOT NULL
ORDER BY Date
```

21. Query to retrieve division specific public holidays and ordered by date.

```
SELECT Date, Country, Description, MainLoc
FROM PublicHolidays
WHERE Division IS NOT NULL
ORDER BY Date
```

## 59.10 MASTERRESOURCESCHEDULES

1. Query to set the criteria for generating MRS records for the month of July 2007 for resource with ID '47'.

```
SELECT COUNT (mrs.ID)
FROM MasterResourceSchedules mrs INNER JOIN humres h ON h.res_id = mrs.Resource
WHERE mrs.EntryDate BETWEEN {d '2007-07-01'} AND {ts '2007-07-31 23:59:59.998'} AND
mrs.Resource=47 AND mrs.CostCenter='005CC001' AND h.comp='005'
```

## 59.11 WORKSCHEDULEGROUPS

1. Query to select a resource work schedules based on his group of working shifts.

```
SELECT wsg.GroupID, ws.Description, ws.LinkID, ws.WeekDay, ws.StartTime, ws.EndTime,
wsl.StartDate, wsl.EndDate
FROM WorkScheduleLinks wsl
INNER JOIN WorkScheduleGroups wsg ON wsl.GroupID = wsg.GroupID
INNER JOIN WorkSchedules ws ON ws.LinkID = wsl.LinkID
WHERE wsl.res_id=1 AND wsg.Division='070'
AND ws.WeekDay >= wsl.DayStart
ORDER BY wsg.sequence
```

## 59.12 WORKSCHEDULELINKS

1. Query to select a resource work schedules based on his/her group of working shifts.

```
SELECT wsg.GroupID, ws.Description, ws.LinkID, ws.WeekDay, ws.StartTime, ws.EndTime,
wsl.StartDate, wsl.EndDate
FROM WorkScheduleLinks wsl
INNER JOIN WorkScheduleGroups wsg ON wsl.GroupID = wsg.GroupID
INNER JOIN WorkSchedules ws ON ws.LinkID = wsl.LinkID
WHERE wsl.res_id=1 AND wsg.Division='070'
AND ws.WeekDay >= wsl.DayS
```

## 59.13 WORKSCHEDULES

1. Query to retrieve the resources, for whom a resource-specific work schedule exists.

```
SELECT EmpID, WeekDay, StartTime, EndTime
FROM WorkSchedules
WHERE EmpID IS NOT NULL
```

22. Query to retrieve the division work schedule(s).

```
SELECT EmpID, CompanyCode, WeekDay, StartTime, EndTime
FROM WorkSchedules
WHERE CompanyCode IS NOT NULL
```

23. Query to retrieve the default work schedule.

```
SELECT EmpID, CompanyCode, WeekDay, StartTime, EndTime
FROM WorkSchedules
WHERE CompanyCode IS NOT NULL AND EmpID IS NOT NULL
```

## 59.14 PWROLE

1. Display all security roles that are visible.

```
Select role_name, role_id, descr64 from Pwrole where Visible = '1'
```

## 59.15 PWRPRM

1. Display the role's right that belongs to the HR role (Role ID 11).

```
SELECT fnc_id, right_id, ID FROM pwrprm WHERE role_id = 11
```



### 59.16 PWRUC

1. List the roles assigned to a user with human resource ID equals to 1.

```
Select * from pwruc where res_id = 1
```

### 59.17 HRROLES

1. Query to retrieve roles defined for resource with ID '198572'.

```
SELECT HRRoles.RoleID, HRRoleDefs.Description  
FROM HRRoles INNER JOIN HRRoleDefs ON HRRoles.RoleID = HRRoleDefs.ID  
WHERE HRRoles.EmpID = '198572'  
ORDER BY HRRoles.RoleID
```

### 59.18 HRROLEDEFS

1. Query to retrieve all role definitions.

```
SELECT HRRoleDefs.Description  
FROM HRRoleDefs
```

### 59.19 HRROLELEVELS

1. Query to retrieve all levels.

```
SELECT HRRoleLevels.Description  
FROM HRRoleLevels
```

### 59.20 HRSK

1. Query to retrieve skills defined for resource with ID '196523'.

```
SELECT hrsk.res_id, hrsk.skill_type  
FROM hrsk  
WHERE hrsk.res_id = '196523'  
ORDER BY hrsk.skill_type
```

### 59.21 RESOURCESTATUS

1. Query to retrieve the code and description of the resource status.

```
SELECT ResourceStatus.Status, ResourceStatus.Description
FROM ResourceStatus
```

24. Query to retrieve the description and term ID of status 'A'.

```
SELECT ResourceStatus.Description, ResourceStatus.TermID
FROM ResourceStatus
WHERE ResourceStatus.Status = 'A'
```

### 59.22 RESOURCETYPES

1. Query to retrieve the code and description of the resource types.

```
SELECT ResourceTypes.Type, ResourceTypes.Description
FROM ResourceTypes
```

25. Query to retrieve the description and term ID of type 'A'.

```
SELECT ResourceTypes.Description, ResourceTypes.TermID
FROM ResourceTypes
WHERE ResourceTypes.Type = 'A'
```

### 59.23 STOCKOPTIONS

1. Query to retrieve the options purchased by resource with ID '196572'.

```
SELECT StockOptions.TransactionDate, StockOptions.TransactionType, StockOptions.Qty,
StockOptions.currency, StockOptions.ExercisePrice, StockOptions.VestingDate,
StockOptions.PremiumAmount, StockOptions.EndDate
FROM StockOptions
WHERE StockOptions.EmpID= '196572'
AND StockOptions.EmpID > 0
ORDER BY StockOptions.TransactionDate
```

### 59.24 HREFFECTIVEDATEDATALOG

1. Select all the HR changes for resource with ID number 10, indicating the effective date, new value and old value of the resource information changes.

```
Select EffectiveDate, NewValue, OldValue from HrEffectiveDateDataLog
Where Res_id = 10
```

### 59.25 HRHUMRESLINKS

1. Select all resource link information for vacancy with ID number 19.

```
Select * from HRHumresLinks
Where Res_ID = 19
```

### 59.26 HRWDOC

1. Show the entire quotation Word merge template.

```
Select * from Hrwdoc where MergeType = 'X' and Type = 'C'
```

### 59.27 HRCOMPETENCIES

1. Query to retrieve the list of competency.

```
SELECT HRCompetencies.ID, HRCompetencies.Description
FROM HRCompetencies
ORDER BY HRCompetencies.ID
```

### 59.28 HRCOMPTENCYRATINGS

1. Query to retrieve the competency profile of resource ID '198572'.

```
SELECT HrCompetencyRatings.ID, HrCompetencyRatings.EmplID,
HrCompetencyRatings.ReferenceDate, HrCompetencyRatings.CompetencyID,
HrCompetencyRatings.Rating, HRCompetencies.Description
FROM HrCompetencyRatings
INNER JOIN HRCompetencies on HrCompetencyRatings.CompetencyID =
HRCompetencies.ID
WHERE HrCompetencyRatings.Emplid = '198572'
```

### 59.29 HRMCOMPETENCEGROUPS

1. Show all competency group with type competency and has 3 levels of sub-competency.

```
Select * from HRMCompetenceGroups where Type = 'C' and Levels = 3
```

### 59.30 HRMCOMPETENCEPROFILES

1. Display all competence profile with open status and from the 'Finance & Administration' job group.

```
SELECT * FROM HRMCompetenceProfiles WHERE Status = 'O' AND JobGroup = 'FA'
```

### 59.31 HRMCOMPETENCES

1. List all level 1 competences that are linked to competences of the same level.

```
SELECT * FROM HRMCompetences WHERE Level = '1' AND LinkedToId IS NOT NULL
```

### 59.32 HRMCOMPETENCELINKS

1. Display all competence links that uses the selection value field type.

```
SELECT * FROM HRMCompetenceLinks WHERE SelectionValue IS NOT NULL
```

### 59.33 HRMSELECTIONVALUES

1. Display all the selection/test value with is the first in display sequence and has the display value 'A'.

```
SELECT * FROM HRMSelectionValues WHERE DisplayValue = 'A' AND SequenceNumber = '1'
```

### 59.34 HRMCOMPETENCERELATIONS

1. Display all the competence relations with competence level '1'.

```
SELECT * FROM HRMCompetenceRelations WHERE Level = '1'
```

### 59.35 COMPETENCEMATCHPROFILES

1. Query to display the matching templates.

```
SELECT CMP.ID, CMP.Description, HCP.ResourceId  
FROM CompetenceMatchProfiles CMP INNER JOIN HRMCompetenceProfiles HCP ON  
CMP.ProfileId = HCP.ID  
ORDER BY CMP.Description
```

### 59.36 HRMFORMLAYOUTS

1. Display the read only vacancy form layout.

```
SELECT * FROM HRMFormLayouts WHERE Type = 'RV' AND Description = 'Vacancy'
```

### 59.37 HRMFORMELEMENTS

1. Display all form elements where resource with security level equal or more than 10 can view and edit.

```
SELECT * FROM HRMFormElements WHERE EditSecurityLevel = '10' AND ViewSecurityLevel = '10'
```

### 59.38 HRPROCESSLOGS

1. Display all the records in process logs where the process request ID is 1.

```
SELECT * FROM HRProcessLogs WHERE ProcessRequestsID= '1'
```

### 59.39 HRPROCESSTYPES

1. Query to display all HR process with request type as process type.

```
SELECT * FROM HRProcessTypes WHERE ProcessType = '1'
```

### 59.40 HRPROCESSTYPES

1. Query to display all HR process with request type as process type.

```
SELECT * FROM HRProcessTypes WHERE ProcessType = '1'
```

### 59.41 HRPROCESSREQUESTS

1. Query to display the process request that has a previous request.

```
SELECT * FROM HRProcessRequests WHERE UseDate = '3' AND UseRequest = '2'
```

### 59.42 HRFREEFIELDS

1. Query to retrieve all free fields defined for company with division code '805'.

```
SELECT * FROM HRFreeFields WHERE CompanyNr= '805'
```

### 59.43 HREMPLOYEEPERIODS

1. Query to display the employee period generated for financial year 2006.

```
SELECT * FROM HREmployeePeriods WHERE FinYear= '2006'
```

### 59.44 HRERRORLOG

1. Query to retrieve only error messages from HRMail background job.

```
SELECT * FROM HRErrorLog WHERE AppName = 'MAILMERGE' AND  
TransType = '1'
```

### 59.45 RPASSWDS

1. Query to retrieve all the pre-defined words used to generate user password.

```
SELECT * FROM HRPasswds
```

### 59.46 HRLOC

1. Query to retrieve all location under the country, Netherland (NL)

```
SELECT * FROM Hrloc WHERE country = 'NL'
```

### 59.47 COMPANYCLASSNAMES

1. Query to retrieve the organization groups.

```
SELECT CompanyClassNames.ClassID, CompanyClassNames.Description  
FROM CompanyClassNames
```

### 59.48 COMPANYCLASSES

1. Query to retrieve the subgroups of group 1.

```
SELECT CompanyClasses.CompanyClassCode, CompanyClasses.Description  
FROM CompanyClasses  
WHERE CompanyClasses.ClassID = 1
```

## 59.49 NOTES

1. Query to retrieve notes on ID '1'.

```
SELECT Notes.ID, Notes.Note
FROM Notes
WHERE Notes.ID = '1'
```

## 59.50 DELETIONLOGS

1. Query to retrieve key values of table 'hrpayroll' and division '001'.

```
SELECT DeletionLogs.KeyInt1 'res_id', DeletionLogs.KeyInt4 'contract',
DeletionLogs.KeyDate1 'startdate', DeletionLogs.KeyString1 'type'
FROM DeletionLogs
WHERE DeletionLogs.TableName = 'hrpayroll'
AND DeletionLogs.CompanyCode = '001'
```

26. Query to retrieve key values of table 'hrcomp\_resource' and division '001'.

```
SELECT DeletionLogs.KeyInt1 'res_id', DeletionLogs.KeyString1 'comp_code',
DeletionLogs.KeyDate1 'startdate', DeletionLogs.KeyGuid1 'ComponentGuid'
FROM DeletionLogs
WHERE DeletionLogs.TableName = 'hrcomp_resource'
AND DeletionLogs.CompanyCode = '001'
```

## 59.51 HRCOMPONENTS

1. Query to retrieve the list of Dutch payroll components that are active, with a default amount or percentage (if applicable).

```
SELECT Comp_Code, Descr50_0, StartDate, Comp_Type, Unit, Default_Amount,
Default_Percentage
FROM HrComponents
WHERE Parent_Code IS NULL
AND Country = 'NL'
AND Comp_Code NOT LIKE '~%'
AND StartDate < getdate ()
AND EndDate IS NULL
AND Comp_Type in ('F','D','R','B','T')
```

27. Query to retrieve the list of commission method components ordered by country.

```
SELECT Country, Comp_Code, Descr50_0
FROM HrComponents
WHERE Comp_Type = 'P'
ORDER BY Country
```

28. Query to retrieve the description and type of component “SCALE” and all wage scale lines of that component that has the scale entity set to “Job group – Job level”.

```
SELECT HrComponents.Comp_Code, HrComponents.Descr50_0,
HrComponents.StartDate, HrComponents.EndDate,
HrComponents.Comp_Type, HrComponents.Comp_Sub_Type,
HrComponents.JobActivity
FROM HrComponents
WHERE HrComponents.Comp_Code = 'SCALE' AND HrComponents.Country='NL'
UNION
SELECT HrComponents.Parent_Code, HrComponents.Comp_Code, HrComponents.StartDate,
HrComponents.EndDate,
HrComponents.Default_Amount, HrComponents.JobActivity, HrFree.Descr60,
HrComponents.Scale
FROM HrComponents
JOIN HrFree ON HrFree.FileType = 'JG' and HrFree.RecKey = HrComponents.JobActivity
WHERE HrComponents.Parent_Code IS NOT NULL
AND HrComponents.Country='NL'
AND HrComponents.Parent_Code = 'SCALE'
```

## 59.52 HRCOMP\_RESOURCE

1. Query to retrieve all components that are linked to resource 1234.

```
SELECT HrComp_Resource.Comp_Code, HrComponents.Descr50_0,
HrComp_Resource.Deviating_Descr50, HrComp_Resource.Amount,
HrComp_Resource.Percentage
FROM HrComp_Resource
JOIN HrComponents ON HrComponents.Comp_Code =
HrComp_Resource.Comp_Code
WHERE HrComp_Resource.Res_ID = '1234'
```

29. Query to retrieve all components that will be used in a payroll calculation if generated today, for resource 1234.

```
SELECT HrComp_Resource.Comp_Code, HrComponents.Descr50_0,
HrComp_Resource.Deviating_Descr50, HrComp_Resource.Amount,
HrComp_Resource.Percentage, HrComp_Resource.StartDate,
HrComp_Resource.EndDate
FROM HrComp_Resource
JOIN HrComponents ON HrComponents.Comp_Code =
HrComp_Resource.Comp_Code
WHERE HrComp_Resource.Res_ID = '1234'
AND HrComp_Resource.StartDate < getdate ()
AND HrComponents.Comp_Type IN ('F','D','R','B','T')
AND (HrComp_Resource.EndDate IS NULL or HrComp_Resource.EndDate > getdate ())
```

30. Query to retrieve all resources that have component ‘EXTRA’ linked.

```
SELECT DISTINCT (HrComp_Resource.Res_ID), Humres.FullName
FROM HrComp_Resource
JOIN Humres ON Humres.Res_ID = HrComp_Resource.Res_ID
WHERE HrComp_Resource.Comp_Code = 'EXTRA'
```



### 59.53 HRCOMP\_TRANS

1. Query to retrieve the list of employees for which a payroll calculation has been generated for year 2005 period 7.

```
SELECT DISTINCT (HrComp_Trans.Res_ID), Humres.FullName, HrComp_Trans.Status
FROM HrComp_Trans
INNER JOIN Humres ON Humres.Res_ID = HrComp_Trans.Res_ID
WHERE HrComp_Trans.PayrollYear = '2005'
AND HrComp_Trans.Period = '7'
```

31. Query to retrieve all resources for which the payroll calculation of year 2005 period 7 has to be processed.

```
SELECT DISTINCT (HrComp_Trans.Res_ID), Humres.FullName
FROM HrComp_Trans
INNER JOIN Humres ON Humres.Res_ID = HrComp_Trans.Res_ID
WHERE HrComp_Trans.Status in ('A','C')
AND HrComp_Trans.PayrollYear = '2005'
AND HrComp_Trans.Period = '7'
```

32. Query to retrieve the amount that will be paid as a result of the payroll calculation of year 2005 period 7 for resource 1234.

```
SELECT HrComp_Trans.Res_ID, Humres.FullName, HrComp_Trans.Comp_Code,
HrComponents.Descr50_0, HrComp_Trans.Amount_To_Be_Paid
FROM HrComp_Trans
INNER JOIN Humres ON Humres.Res_ID = HrComp_Trans.Res_ID
INNER JOIN HrComponents ON HrComponents.Comp_Code =
HrComp_Trans.Comp_code
WHERE HrComp_Trans.Status = 'C'
AND HrComp_Trans.PayrollYear = '2005'
AND HrComp_Trans.Period = '7'
AND HrComp_Trans.Res_ID= '2204'
AND HrComp_Trans.Comp_Sub_Type = '4000'
```

## 59.54 HRCOMPONENTITEMLINKS

1. Query to retrieve all components that have activities linked, with the number of linked activities.

```
SELECT HrComponentItemLinks.Comp_Code, HrComponents.Descr50_0, Count (*)
FROM HrComponentItemLinks
INNER JOIN HrComponents ON HrComponents.Comp_Code =
HrComponentItemLinks.Comp_Code
INNER JOIN Items ON Items.ItemCode = HrComponentItemLinks.ItemCode
WHERE HrComponentItemLinks.Type = 'A'
GROUP BY HrComponentItemLinks.Comp_Code, HrComponents.Descr50_0
ORDER BY HrComponentItemLinks.Comp_Code
```

33. Query to retrieve all hour items that will be used to calculate component 'SALARIS' during the payroll calculation.

```
SELECT HrComponentItemLinks.Comp_Code, HrComponents.Descr50_0,
HrComponentItemLinks.ItemCode, Items.Description
FROM HrComponentItemLinks
INNER JOIN HrComponents ON HrComponents.Comp_Code =
HrComponentItemLinks.Comp_Code
INNER JOIN Items ON Items.ItemCode = HrComponentItemLinks.ItemCode
WHERE HrComponentItemLinks.Comp_Code = 'SALARIS'
```

34. Query to retrieve the list of components that are linked to a component group, ordered by component group.

```
SELECT HrComponentItemLinks.RelCode, HrFree.Descr60,
HrComponentItemLinks.Comp_Code, HrComponents.Descr50_0
FROM HrComponentItemLinks
INNER JOIN HrComponents ON HrComponents.Comp_Code =
HrComponentItemLinks.Comp_Code
INNER JOIN HrFree ON HrFree.RecKey = HrComponentItemLinks.RelCode AND
HrFree.FileType = 'CG'
WHERE HrComponentItemLinks.Type = 'G'
ORDER BY HrComponentItemLinks.RelCode, HrComponentItemLinks.Comp_Code
```

## 59.55 HRPAYROLL

1. Query to retrieve the payment periods that are used in year 2005 period 7:

```
SELECT NLHrPayroll.Payment_Period, Count (*)  
FROM NLHrPayroll  
WHERE NLHrPayroll.PayrollYear = '2005'  
AND NLHrPayroll.Period = '7'  
GROUP BY NLHrPayroll.Payment_Period
```

35. Query to retrieve all resources that have a company car in a dutch legislation:

```
SELECT DISTINCT (NLHrPayroll.Res_ID), Humres.FullName  
FROM NLHrPayroll  
INNER JOIN Humres ON Humres.Res_ID = NLHrPayroll.Res_ID  
WHERE NLHrPayroll.Ydec_comp_Car = '1'
```

36. Query to retrieve all resources that are insured for the ZFW in a dutch legislation:

```
SELECT DISTINCT (NLHrPayroll.Res_ID), Humres.FullName  
FROM NLHrPayroll  
INNER JOIN Humres ON Humres.Res_ID = NLHrPayroll.Res_ID  
WHERE NLHrPayroll.Soc_ZFW_Type = 'N'
```

## 59.56 HRPAYROLLDECLARATIONS

1. Query to retrieve the Loonaangifte returns record created on 2008 for Netherlands legislation.

```
SELECT hrpayrolldeclarations.ReferenceNumber AS IncomeTaxNumber2,
hrpayrolldeclarations.CountryVarchar12 AS NmIp, hrpayrolldeclarations.period AS Period,
hrpayrolldeclarations.Frequency AS Frequency, hrpayrolldeclarations.sequence AS Sequence,
hrpayrolldeclarations.CountryTest1 AS Type, hrpayrolldeclarations.PayrollYear AS PayrollYear,
MAX(hrpayrolldeclarations.reference) AS Reference, MAX(hrpayrolldeclarations.ProcessDate)
AS Created, SUM(hrpayrolldeclarations.CountryFloat2) AS LnSv,
SUM(hrpayrolldeclarations.CountryFloat1) AS LnLbPh,
SUM(hrpayrolldeclarations.CountryFloat4) AS LnPrWAOAof,
SUM(hrpayrolldeclarations.CountryFloat6) AS LnPrWAOAok,
SUM(hrpayrolldeclarations.CountryFloat8) AS LnPrAwf,
SUM(hrpayrolldeclarations.CountryFloat10) AS LnPrWgf,
SUM(hrpayrolldeclarations.CountryFloat12) AS LnPrUfo,
SUM(hrpayrolldeclarations.CountryFloat16) AS IngLbPh,
SUM(hrpayrolldeclarations.CountryFloat18) AS EHPubUitk,
SUM(hrpayrolldeclarations.CountryFloat19) AS EHLnBestKar,
SUM(hrpayrolldeclarations.CountryFloat20) AS EHSpln,
SUM(hrpayrolldeclarations.CountryFloat21) AS EHSpr,
SUM(hrpayrolldeclarations.CountryFloat22) AS EHLnNat,
SUM(hrpayrolldeclarations.CountryFloat23) AS EHFeest, SUM((CASE WHEN
hrpayrolldeclarations.PayrollYear >= 2007 THEN hrpayrolldeclarations.CountryFloat26 ELSE 0
END)) AS EHGebrAuto, SUM(hrpayrolldeclarations.CountryFloat24) AS EHBmVerg,
SUM(hrpayrolldeclarations.CountryFloat25) AS EHVUT,
SUM(hrpayrolldeclarations.CountryFloat30) AS AVOnd, SUM((CASE WHEN
hrpayrolldeclarations.PayrollYear < 2007 THEN hrpayrolldeclarations.CountryFloat26 ELSE 0
END)) AS AVBetOv, SUM((CASE WHEN hrpayrolldeclarations.PayrollYear < 2007 THEN
hrpayrolldeclarations.CountryFloat27 ELSE 0 END)) AS AVLgdWerkl,
SUM(hrpayrolldeclarations.CountryFloat28) AS AVArboNP,
SUM(hrpayrolldeclarations.CountryFloat29) AS AVZeev,
SUM(hrpayrolldeclarations.CountryFloat5) AS PrWAOAof,
SUM(hrpayrolldeclarations.CountryFloat7) AS PrWAOAok,
SUM(hrpayrolldeclarations.CountryFloat9) AS PrAwf,
SUM(hrpayrolldeclarations.CountryFloat11) AS PrWgf,
SUM(hrpayrolldeclarations.CountryFloat15) AS VergZvw,
SUM(hrpayrolldeclarations.CountryFloat14) AS PrZvw,
SUM(hrpayrolldeclarations.CountryFloat13) AS PrUfo,
SUM(hrpayrolldeclarations.CountryFloat32) AS AghKort, SUM((CASE WHEN
hrpayrolldeclarations.PayrollYear < 2007 THEN (hrpayrolldeclarations.CountryFloat16 +
hrpayrolldeclarations.CountryFloat18 + hrpayrolldeclarations.CountryFloat19 +
hrpayrolldeclarations.CountryFloat20 + hrpayrolldeclarations.CountryFloat21 +
hrpayrolldeclarations.CountryFloat25 + hrpayrolldeclarations.CountryFloat22 +
hrpayrolldeclarations.CountryFloat23 + hrpayrolldeclarations.CountryFloat24 -
hrpayrolldeclarations.CountryFloat26 - hrpayrolldeclarations.CountryFloat27 -
hrpayrolldeclarations.CountryFloat28 - hrpayrolldeclarations.CountryFloat30 -
hrpayrolldeclarations.CountryFloat29 - hrpayrolldeclarations.CountryFloat32 +
hrpayrolldeclarations.CountryFloat5 + hrpayrolldeclarations.CountryFloat7 +
hrpayrolldeclarations.CountryFloat9 + hrpayrolldeclarations.CountryFloat11 +
hrpayrolldeclarations.CountryFloat13 + hrpayrolldeclarations.CountryFloat14) ELSE
(hrpayrolldeclarations.CountryFloat16 + hrpayrolldeclarations.CountryFloat18 +
hrpayrolldeclarations.CountryFloat19 + hrpayrolldeclarations.CountryFloat20 +
hrpayrolldeclarations.CountryFloat21 + hrpayrolldeclarations.CountryFloat25 +
hrpayrolldeclarations.CountryFloat22 + hrpayrolldeclarations.CountryFloat23 +
hrpayrolldeclarations.CountryFloat24 + hrpayrolldeclarations.CountryFloat26 -
hrpayrolldeclarations.CountryFloat28 - Hrpayrolldeclarations.CountryFloat30 -
```

```

hrpayrolldeclarations.CountryFloat29 - Hrpayrolldeclarations.CountryFloat32 +
hrpayrolldeclarations.CountryFloat5 + hrpayrolldeclarations.CountryFloat7 +
hrpayrolldeclarations.CountryFloat9 + hrpayrolldeclarations.CountryFloat11 +
hrpayrolldeclarations.CountryFloat13 + hrpayrolldeclarations.CountryFloat14) END)) AS Total,
SUM(0) AS Kolom3, SUM(0) AS Kolom4, SUM(hrpayrolldeclarations.CountryFloat39) AS
Overwerk, SUM(hrpayrolldeclarations.CountryFloat33) AS VakBsl,
SUM(hrpayrolldeclarations.CountryFloat34) AS OpgRchtVakBsl,
SUM(hrpayrolldeclarations.CountryFloat35) AS ExtrSal,
SUM(hrpayrolldeclarations.CountryFloat36) AS OpgRchtExtrSal,
SUM(hrpayrolldeclarations.CountryFloat49) AS Reisk,
SUM(hrpayrolldeclarations.CountryFloat40) AS AantSV,
SUM(hrpayrolldeclarations.CountryFloat41) AS AantVerlU, MAX(CASE WHEN
hrpayrolldeclarations.status = 'P' THEN 1 ELSE 0 END) AS Processed,
MAX(hrpayrolldeclarations.CountryTest1) AS DeclarationType,
MAX(hrpayrolldeclarations.CountryInt1) AS VolgnummerInzending,
MAX(hrpayrolldeclarations.ReferenceNumber) AS IncomeTaxNumber
FROM hrpayrolldeclarations
LEFT JOIN humres ON humres.res_id = hrpayrolldeclarations.res_id
WHERE hrpayrolldeclarations.PayrollYear='2008'
AND hrpayrolldeclarations.countrytest1 IN ('V','A','C')
GROUP BY hrpayrolldeclarations.ReferenceNumber, hrpayrolldeclarations.CountryVarchar12,
hrpayrolldeclarations.period, hrpayrolldeclarations.Frequency, hrpayrolldeclarations.sequence,
hrpayrolldeclarations.CountryTest1, hrpayrolldeclarations.PayrollYear
ORDER BY IncomeTaxNumber2, NmIp, Period, Frequency, Sequence, Type, PayrollYear

```

## 59.57 DIVISIONPEOPLE

1. Query to select the information of the person with ID "52C7639D-7780-409D-863C-5DF588A4F322".

```

SELECT * FROM DivisionPeople
WHERE ID='52C7639D-7780-409D-863C-5DF588A4F322'

```

## 59.58 HRMPERSONALOBJECTIVES

1. Query to select the ID of the personal objective with profile ID "1234-5678-9012-3456".

```

SELECT ID FROM HRMPersonalObjectives
WHERE ProfileID='1234-5678-9012-3456'

```

## 59.59 HRMACTIVITYCOMPETENCELINKS

1. Query to select the ID of the activity competence link with competence group '1234-5678-9012-3456'.

```

SELECT ID FROM HRMActivityCompetenceLinks
WHERE CompetenceGroup='1234-5678-9012-3456'

```

## **59.60 HRMPERSONALOBJECTIVEHEADERS**

1. Query to select the ID of the personal objective header with profile ID '1234-5678-9012-3456'.

```
SELECT ID FROM HRMPersonalObjectiveHeaders  
WHERE ProfileID='1234-5678-9012-3456'
```

## **59.61 TIMELINEPERSONALINFO**

1. Query to select the personal information XML with resource ID "1".

```
SELECT PersonalInfoXML FROM TimelinePersonalInfo  
WHERE ResourceID=1
```

## **59.62 TIMELINECOVERPHOTOS**

1. Query to select picture file name and picture with resource ID "1".

```
SELECT PictureFileName, Picture FROM TimelineCoverPhotos  
WHERE ResourceID=1
```

## **59.63 PAYROLL PLUS**

### **59.63.1 PayrollPlusComponents**

1. Query to display the code and description.

```
SELECT Code, Description  
FROM PayrollPlusComponents
```

### **59.63.2 PayrollPlusCategories**

1. Query to display the code and description.

```
SELECT Code, Description  
FROM PayrollPlusCategories
```

### **59.63.3 PayrollPlusDepartments**

1. Query to display the department ID and description.

```
SELECT DepartmentID, Description  
FROM PayrollPlusDepartments
```

#### **59.63.4 PayrollPlusFunctions**

1. Query to display the function ID and description.

```
SELECT FunctionID, Description  
FROM PayrollPlusFunctions
```

#### **59.63.5 PayrollPlusEmployees**

1. Query to display the Payroll Plus employee organization data.

```
SELECT ResourceID, StartDate, EndDate, FunctionID, DepartmentID, TeamHours  
FROM PayrollPlusEmployees
```

#### **59.63.6 PayrollPlusEmployerCosts**

1. Query to display the Payroll Plus employee organization data.

```
SELECT Code, Terms, Description  
FROM PayrollPlusEmployerCosts  
INNER JOIN Terms ON terms.id = PayrollPlusEmployerCosts, TermID  
WHERE Terms.LanguageCode='AE'
```

#### **59.63.7 PayrollPlusWageResults**

1. Query to display the wage data for resource ID "1" for the financial year and period.

```
SELECT ResourceID, WageYear, WagePeriod, ComponentCode, SUM(content)  
FROM PayrollPlusWageResults  
WHERE ResourceID = 1  
GROUP BY ResourceID, WageYear, WagePeriod, ComponentCode
```