



Payroll Control Center - PCC

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October 2019

Workshop Agenda



1

Cognizant - Who we are

Introduction of Cognizant and our HR practice

2

Why Payroll Control Center

Insights from a process point of view

3

What is Payroll Control Center (PCC)

Introduction, Features and Technical requirements

4

Lessons learned

We share our implementation experiences

5

The Way forward

What will be the focus going forward

Cognizant snapshot

OUR VITALS

Founded

1994

(Nasdaq: CTSI)

Headquarters

Teaneck,
New Jersey

100+

Delivery
Centers

~281,600

Employees
December 31, 2018

Revenue

\$16.13 B in 2018
(up ~9% YoY)

Revenue mix

NA: 76.2%
Europe: 17.7%
RoW: 6.1%

ACCOLADES

10

Fortune

Most Admired Companies
2018

Ten years in a row

87

Forbes

Top 100 Digital
Companies 2018

74

Forbes

Best Employers for Women
2018

195

Fortune 500

2018

573

Forbes

Global 2000
2018

16

Barron's

Most Sustainable Companies
2018

HR value proposition



Strategic

Operational



15+ years of experience in providing HR and Payroll related services to companies globally, has given us a deep understanding and expertise within complex payroll. For current customers we have developed a broad range of transactional and strategic services to support our clients in multiple countries.

Cognizant's services are based on the experience we have gained as a Shared Service provider. Our goal is to enable our customers to become more efficient and flexible and allow them to focus on their core activities by reducing the non-value adding tasks.



HRO Practice – part of Cognizant Digital Operations

Quick Facts

- 750+ Employees servicing 25 countries from 10 Delivery Locations
- 5Mn Payslips and ACH Advices annual
- 2.4 Mn Employee inquires annual
- Configurable Cognizant SAP Payroll Engine
- 10+ Applications & Platforms
- Automation enabled workflow to handle manual inputs
- Bots assistance for Live Chat support



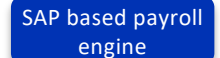
Delivery Locations

- US
- Brazil
- UK
- Australia
- Poland
- Hungary
- Stavanger
- India
- Malaysia
- Lithuania

Clients (Preview)



Multiple Platforms



Global HRO CoE – Stavanger, Norway

Experience
15+ Years
within SSC

Offices
Stavanger, Oslo,
Stord,
Kristiansand

25+
Clients
supported

Resources

- Highly skilled HR and Payroll experts with more than 25 years experience within complex solutions
- Local Project Manager, Solution architects, SME's, Process Experts and IT teams with deep domain and process knowledge



Faster & Agile

- Accelerated templates
- Shared services project delivery



Consultative Approach

- Integrate core HR business consulting into the methodology & best practices



Global Delivery

- Practice leaders and teams in all Geographies



Product Innovation

- Collaboratory Lab for digital innovation
- 10+ innovation projects ongoing



Why implement PCC from a process view

Every organization wants to ensure that its employees receive the correct payroll payments.

Payroll Control Center

helps you to reach this goal by providing system support for checking your master data and payroll-relevant data before or after payroll runs.



Improve workload

PCC changes the way of working by spreading the workload

Process improvement

Finding what processes causes most alerts opens the opportunity to review and change the process

Audit trail

All alerts needs to be corrected or ticked as ok. This will be the truth for every payroll period and can be reviewed at any time. (Details to come on a later slide)

Payroll Control Center - PCC

What is Payroll Control Center?

Combination of process run and execution check reporting in «real time»

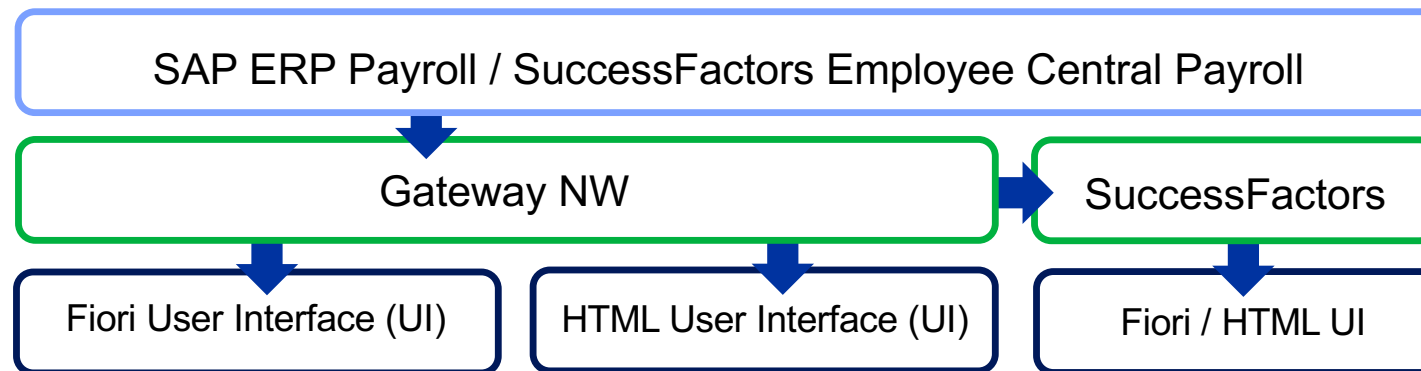
- Successfactor EC Payroll
- SAP ERP Payroll

How is this enabled?

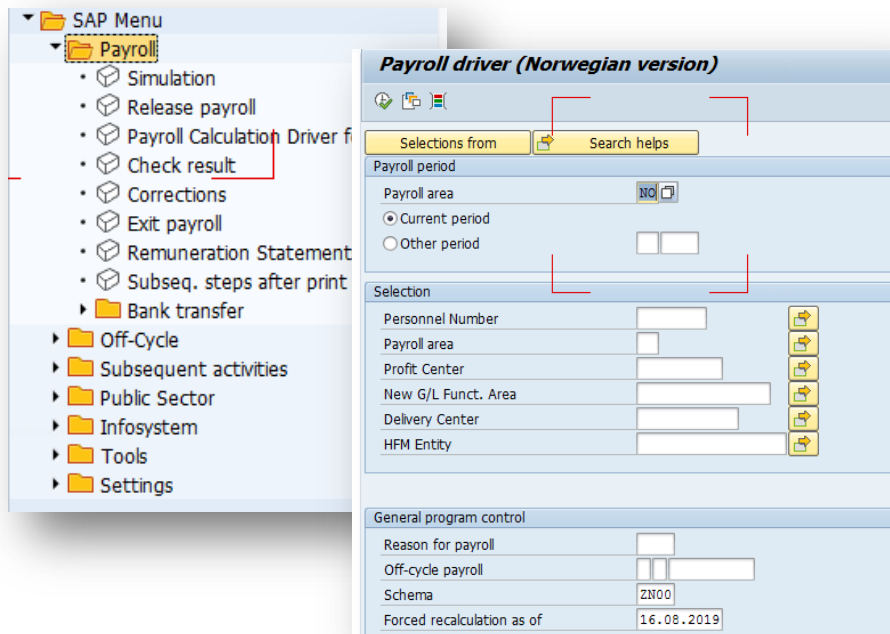
- SAP ERP Central Component (ECC) 6.0, enhancement package 7, with HR Renewal 2.0 installed
- Enabled in Enterprise Business Function - HCM_LOC_CI_xx(x)
- HCM_LOC_CI_50 - HCM Declustering Tools is an essential prerequisite in order to enable payroll reporting in simulated status

What are the benefits of PCC?

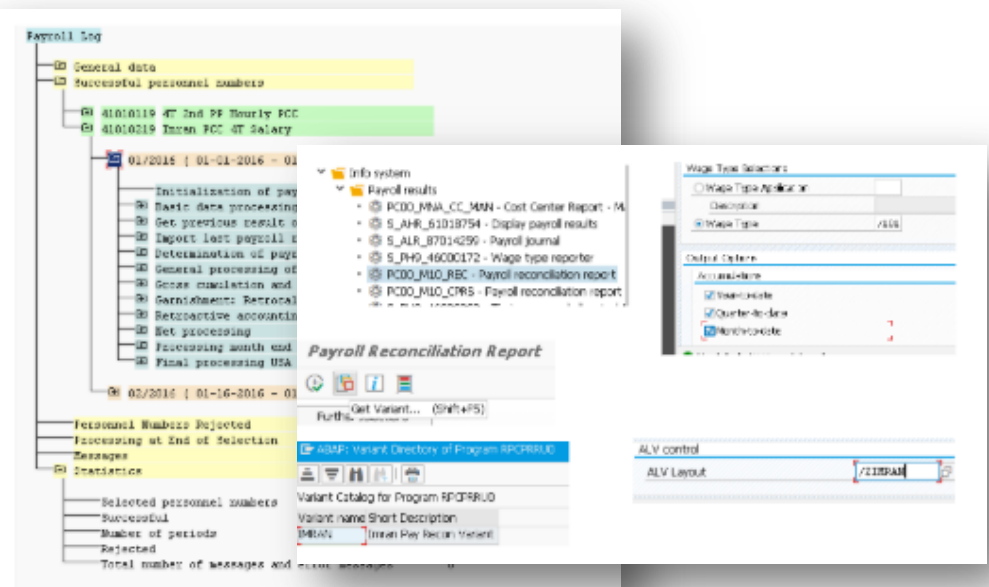
- Check and report of payroll in simulated status.
- Monitor the population of critical info and statuses for a successful payroll run
- Audit report of execution and checks are performed simultaneously



SAP Gui Payroll Execution, Log and Reporting



- Menu execution with no process based scope
- Easy to skip important steps
- When changes of data applies re-execution must be done to capture changes



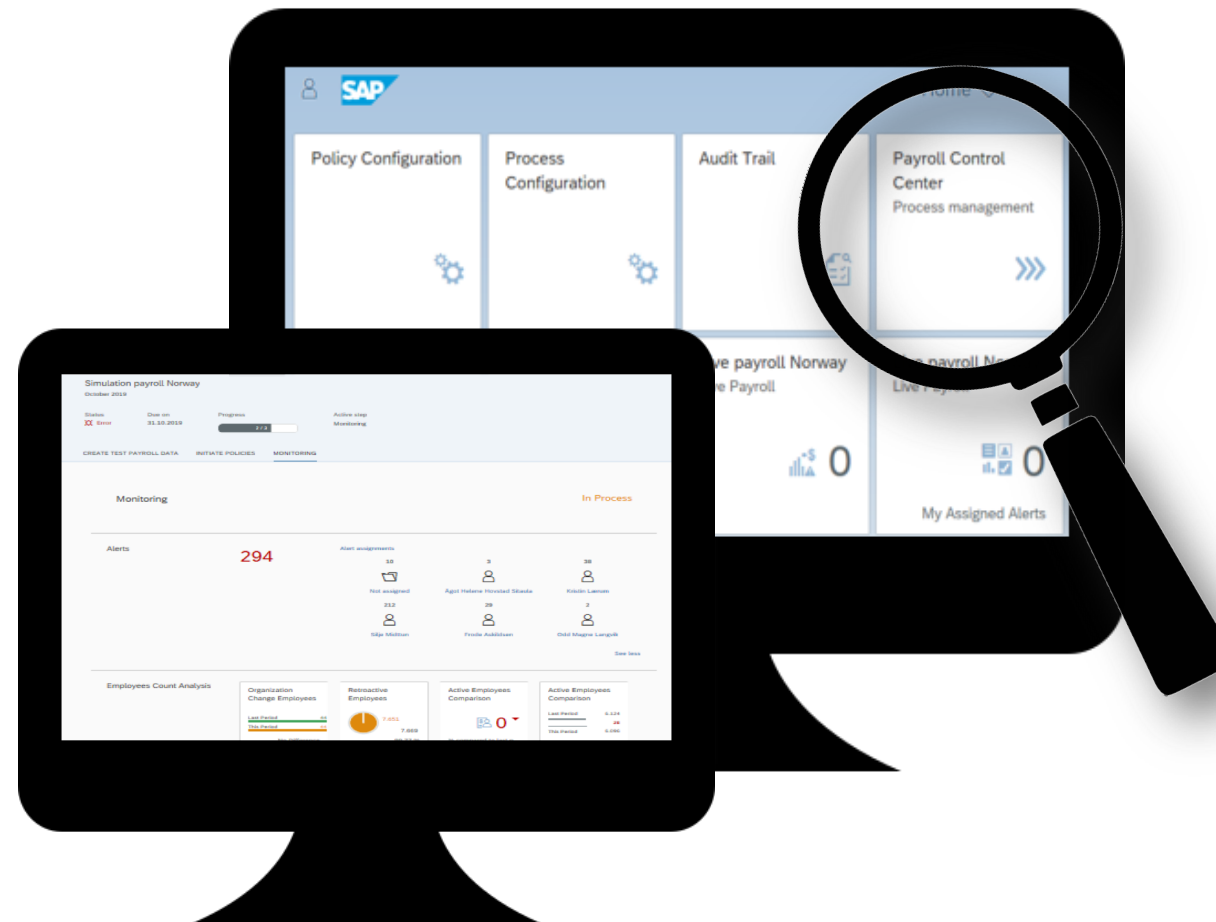
- Technical and not very userfriendly to navigate to find the correct log details
- Only warnings and error in log
- No direct reporting tool for simulated payroll data – only Live update
- Manuall reporting for masterdata checks

Payroll Control Center - Process

- ✓ Better user experience
- ✓ Based on existing country configuration
- ✓ Process based execution
- ✓ Continuous Monitoring

Payroll Control Center executing payroll related processes such as:

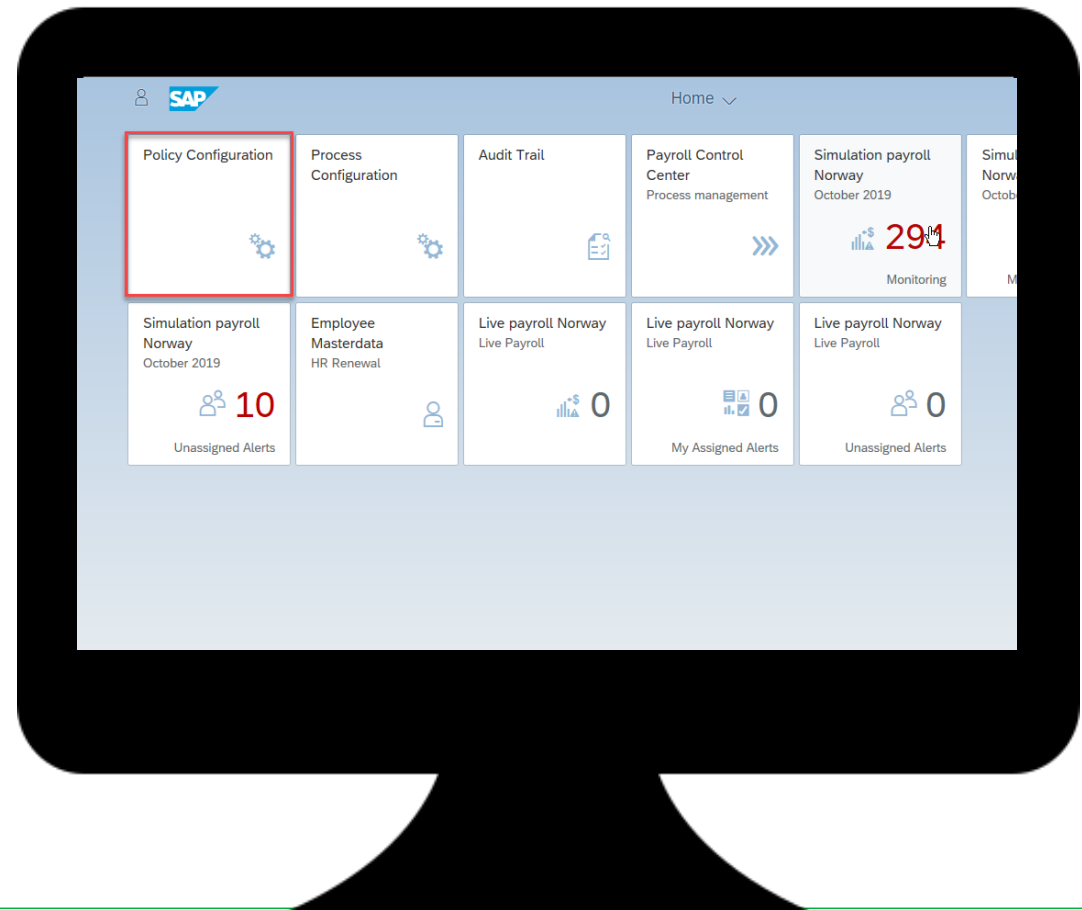
- Payroll Simulation
- Payroll Live run
- Bank transfer
- Posting
- Print of Payslip
- Off-Cycle payroll
- Others – Confirmation steps or execution steps



Payroll Control Center – Policy and Rules

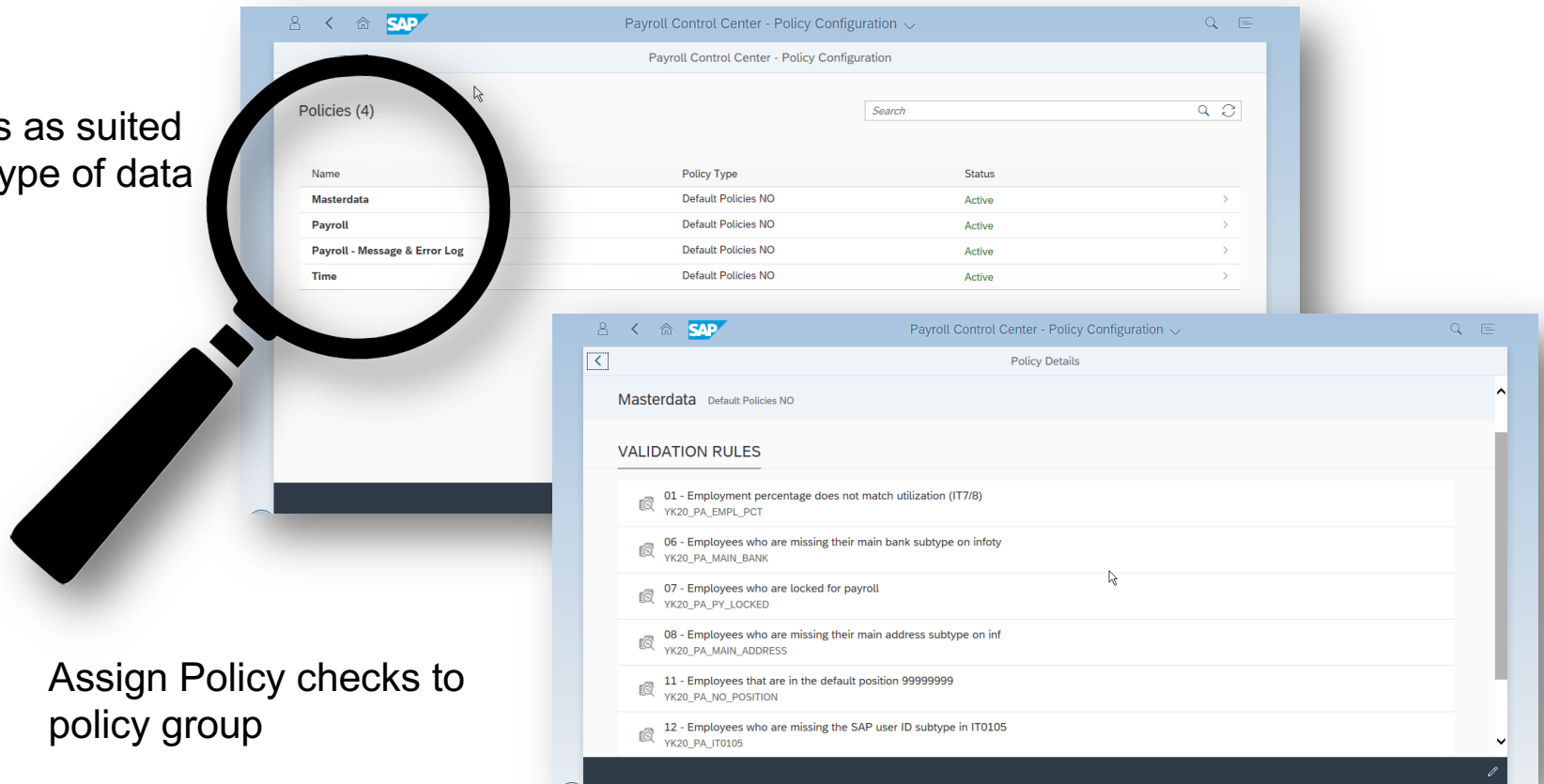
PCC - is build on Policy & Rules checks that replaces old reports for control and correction.

- Masterdata check – missing data that can prevent payroll execution
- Payroll Error & Message log – logging
 - Reporting of simulated Payroll
- Payroll Policy checks
 - Discrepancies of limits and data validation
- Pre-posting check for live payroll



PCC – Policies and rules

Group policies as suited according to type of data and teams



The screenshot displays the SAP Payroll Control Center - Policy Configuration interface. A magnifying glass highlights the 'Policies (4)' table, which lists four policies. Below this, the 'Policy Details' view for 'Masterdata' is shown, displaying a list of validation rules.

Name	Policy Type	Status
Masterdata	Default Policies NO	Active
Payroll	Default Policies NO	Active
Payroll - Message & Error Log	Default Policies NO	Active
Time	Default Policies NO	Active

Policy Details: Masterdata

VALIDATION RULES

- 01 - Employment percentage does not match utilization (IT7/8)
YK20_PA_EMPL_PCT
- 06 - Employees who are missing their main bank subtype on infoty
YK20_PA_MAIN_BANK
- 07 - Employees who are locked for payroll
YK20_PA_PV_LOCKED
- 08 - Employees who are missing their main address subtype on inf
YK20_PA_MAIN_ADDRESS
- 11 - Employees that are in the default position 99999999
YK20_PA_NO_POSITION
- 12 - Employees who are missing the SAP user ID subtype in IT0105
YK20_PA_IT0105

Assign Policy checks to policy group

Payroll Control Center – Role based

SAP Payroll Processing, control center add-on, comes delivered with two roles for the purposes of payroll: the payroll manager and the payroll administrator.



The payroll manager is responsible for:

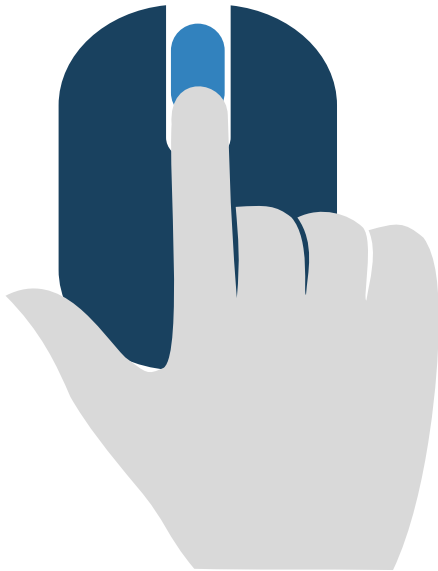
- Starting the processes in the SAP Payroll Processing, control center add-on
- Ensuring the payroll processes are run in a timely manner
- Viewing key payroll statistics and verifying correctness
- Assigning policy validations and payroll errors determined by SAP Payroll Processing, control center add-on, to the payroll administrator

The payroll administrator/Team members is responsible for:

- Reviewing the policy validations assigned by the payroll manager and determining if they are correct or if they need to be fixed
- Fixing payroll errors assigned by the payroll manager

One-Click Monitoring (Pre-Payroll) Process

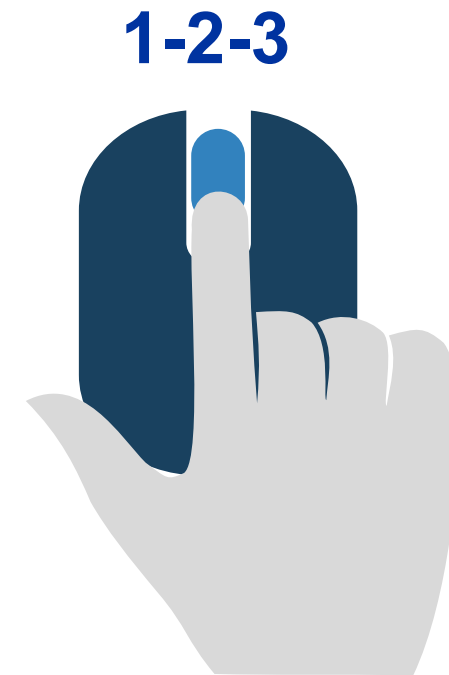
The delivered one-click monitoring process has three steps:



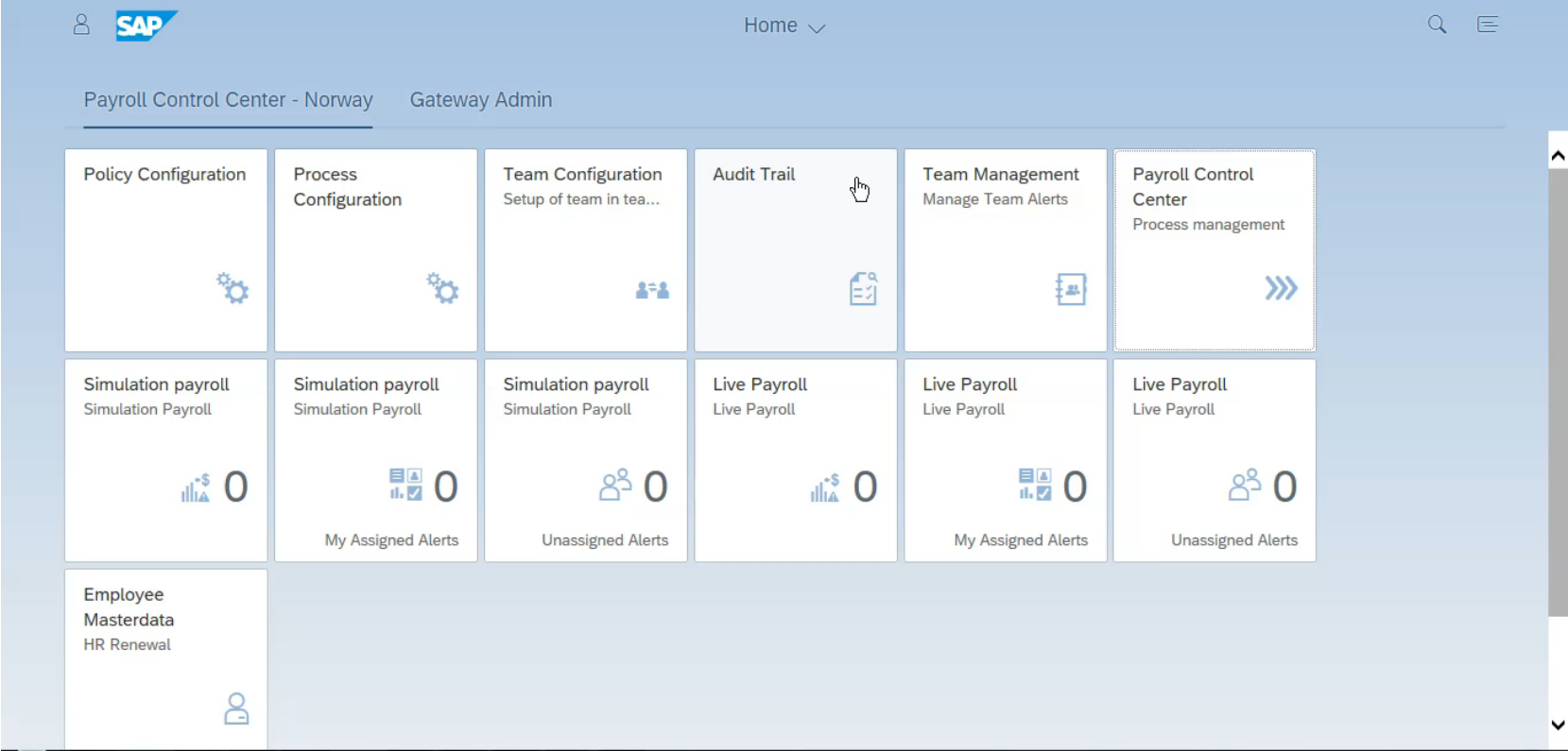
1. Create test payroll results: Test payroll results are created to use for validation rules and key performance indicators (KPIs) in the next step. Result is stored in de-clustered tables for reporting and checks
2. Initiate policies: Configured validation and KPI rules are checked against, using the test payroll results that were created in the previous step.
3. Monitoring: The returned KPIs and validations are presented to the payroll manager to act upon (this is a monitoring step within the monitoring process).

Three-Click Production Payroll

1. Start payroll: Release the control record to a released for payroll status.
2. Run payroll: Run the RPCALC* payroll program.
3. Posting simulation: Run the RPCIPE00 posting program.
4. Initiate policies: Run this step the same way you did in the monitoring step previously. The configured validation and KPI rules are checked against the production payroll results.
5. Run monitoring: Do this step the same way you did previously in the monitoring process. The returned KPI and validations are presented to the payroll manager to act upon.
6. End payroll: Exit the control record to tell the system you are done with this payroll period.



Payroll Simulation - Demo



My Assigned Alerts - Overview

SAP

My Worklists With Alerts

MY WORKLISTS WITH ALERTS					
MY WORKLISTS WITHOUT ALERTS					
Search					
Process	Status	Due On	Alerts	Not Assign...	Top Validation Rules
NO - Simulation Payroll - Team Monitoring October 2019 Team 1	Active	31.10.2019	16	954	- 34 - Employees with claims 13 - 35 - Employees with messages in the payroll log 3 ...
NO - Simulation Payroll - Team Monitoring October 2019 Team 2	Active	31.10.2019	3	795	- 35 - Employees with messages in the payroll log 3 ...
NO - Simulation Payroll - Team Monitoring October 2019 Masterdata	Active	31.10.2019	1	321	- 80 - Employees with duplicate entries in IT0015 1 ...

My Assigned Alerts – List of Employees

SAP

Unresolved ▾

NO - Simulation Payroll - Team Monitoring (October 2019) / Team 1

34 - Employees with claims

UNRESOLVED (13)

SOLUTION APPLIED (0)

RESOLVED (5)

COMPLETED (0)

NOT ASSIGNED (2)

Search

☐ Employee	Key Indicator	Details	Solutions
☐	NO (Monthly Norway)	Reason: Employee has a claim / claim recovered	Wiki Documentation Rule 34 Review employee pay ...
☐	NO (Monthly Norway)	Reason: Employee has a claim / claim recovered	Wiki Documentation Rule 34 Review employee pay ...
☐	NO (Monthly Norway)	Reason: Employee has a claim / claim recovered	Wiki Documentation Rule 34 Review employee pay ...
☐	NO (Monthly Norway)	Reason: Employee has a claim / claim recovered	Wiki Documentation Rule 34 Review employee pay ...
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☐	NO (Monthly Norway)	Reason: Employee has a claim / claim recovered	Wiki Documentation Rule 34 Review employee pay ...

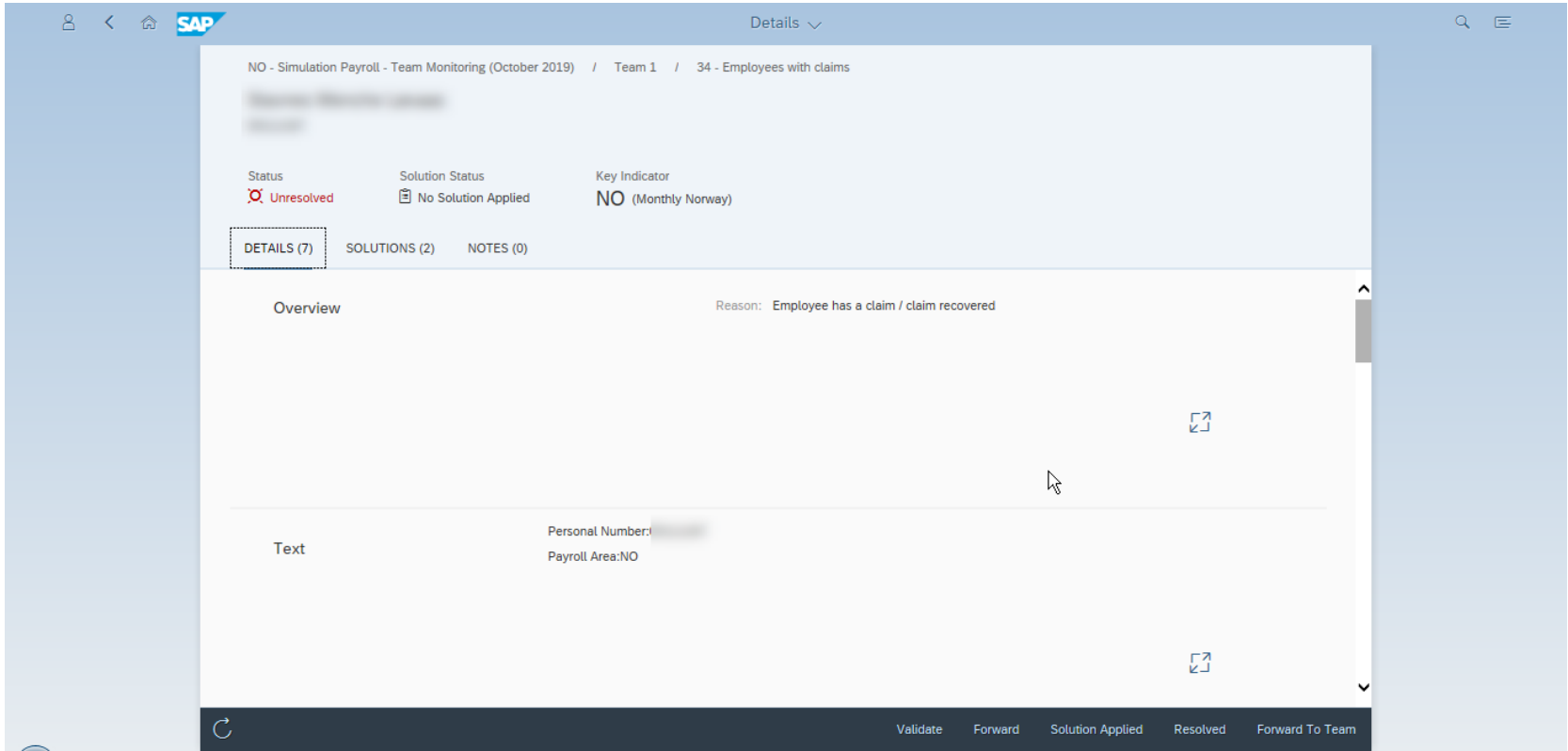
Validate

Forward

Solution Applied

Resolved

My Assigned Alerts – Detail view



My Assigned Alerts – Wagetype (RT) information

SAP

Details

NO - Simulation Payroll - Team Monitoring (October 2019) / Team 1 / 34 - Employees with claims

Status

Unresolved

Solution Status

No Solution Applied

Key Indicator

NO (Monthly Norway)

DETAILS (7)

SOLUTIONS (2)

NOTES (0)

Wagetype Report

Wage Type Id	Text	Quantity	Rate	Amount
FOR Period 07/2019				
/561	Advance next month	0,00	0,00	0,00
FOR Period 08/2019				
/561	Advance next month	0,00	0,00	0,00
FOR Period 09/2019				
/561	Advance next month	0,00	0,00	0,00
FOR Period 10/2019				
/561	Advance next month	0,00	0,00	31.293,20

Validate

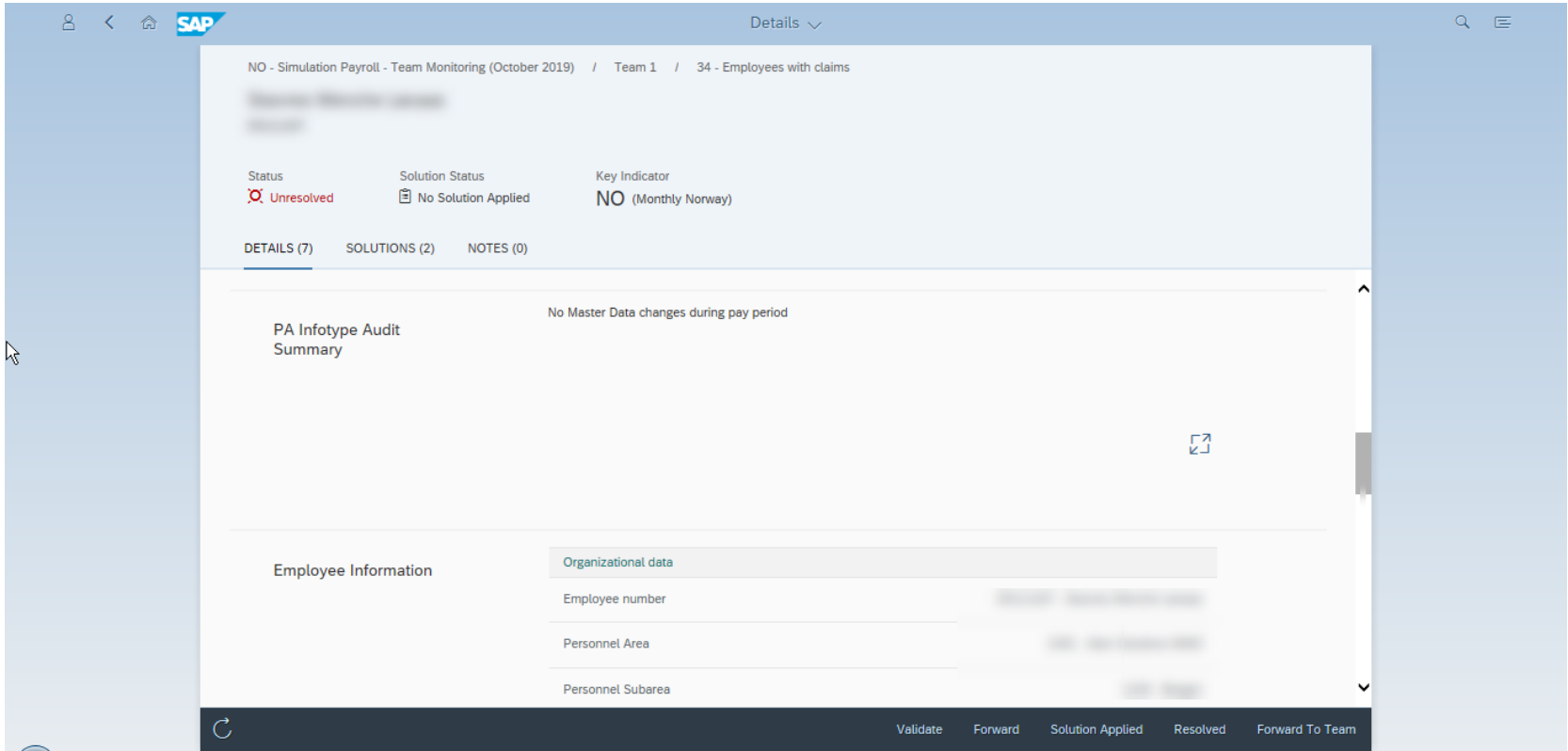
Forward

Solution Applied

Resolved

Forward To Team

My Assigned Alerts – Audit & Employee Information



My Assigned Alerts – Simulated Paystatement

The screenshot displays the SAP 'Simulation Payroll - Team Monitoring (October 2019)' interface. The breadcrumb trail indicates the path: NO - Simulation Payroll - Team Monitoring (October 2019) / Team 1 / 34 - Employees with claims. The alert status is 'Unresolved' (marked with a red 'X' icon), the solution status is 'No Solution Applied' (marked with a document icon), and the key indicator is 'NO (Monthly Norway)'. Below this, there are tabs for 'DETAILS (7)', 'SOLUTIONS (2)', and 'NOTES (0)'. The 'DETAILS' tab is active, showing a 'Payslip' section. A document icon is visible next to the payslip. The document content includes the sender information: 'Avsender: Cognizant Oil and Gas Consulting Services Norway AS, Postboks 166 Sentrum, 4001 Stavanger, Att: Lønningsavd.'. At the bottom of the interface, there is a dark bar with a refresh icon and a row of action buttons: 'Validate', 'Forward', 'Solution Applied', 'Resolved', and 'Forward To Team'.

My Assigned Alerts - Solutions

SAP

Solutions

NO - Simulation Payroll - Team Monitoring (October 2019) / Team 1 / 34 - Employees with claims

Status

Unresolved

Solution Status

No Solution Applied

Key Indicator

NO (Monthly Norway)

DETAILS (7)

SOLUTIONS (2)

NOTES (0)

Solution	Description
Wiki Documentation Rule 34	Employee is retro calculated for than threshold months
Review employee pay	

Validate

Forward

Solution Applied

Resolved

Forward To Team

My Assigned Alerts Solutions – Solution & Correction

Employee: [Redacted]

Back Save Cancel

Details: [Redacted]

Communication [New]

View As: Table Valid: For All Dates

Actions	Communication Type	Valid From	Valid To	Details	Last Changed On	Last Changed By	Notes
 	System User Access (mySAP/Sap Gui)	26.06.2015	02.08.2019	[Redacted]	04.08.2015	Jasmiza Nurul Hazmira binti Hamzah	
 	Aker Solutions E-mail	18.10.2014	Unlimited	[Redacted]	18.10.2014	Batch Manager	
 	Personnel no. mother company	24.07.2014	Unlimited	[Redacted]	25.07.2014	Juliana Briti Johan Marsh	
 	Personnel no. mother company	31.05.2004	Unlimited	[Redacted]	29.05.2004		
 	Da Vindi	01.01.2005	Unlimited	[Redacted]	13.06.2005	Olav Thorsen	

Details: System User Access (mySAP/Sap Gui)

Validity

Valid From/To: 26.06.2015 - 02.08.2019

Last Change

Last Changed On/By: 04.08.2015 - [Redacted]

Communication

Communication Type: System User Access (mySAP/Sap Gui)

Details: [Redacted]

Notes

My Assigned Alerts - Solutions & WIKI

The screenshot shows a SharePoint web browser interface. The address bar displays the URL: <https://cognizantog.sharepoint.com/sites/PCC/SitePages/RULE12.aspx>. The page title is 'RULE12'. On the left sidebar, there is a navigation menu with options like Home, Conversations, Documents, Notebook, Pages, Recent, Validation Rules, PCC Updates, Site contents, and Recycle Bin. The main content area displays a validation rule titled '12. Employees missing SAP IT0105 records'. Below the title is a table with the following data:

Data Source Type	YK20_PA_IT0105
Name	Employees who are missing the SAP user ID subtype in IT0105
Run Time Class	CL_SBP_PYD_CHK_PA_IT0105
Folder	ORG
Summary	This validation rule is to show employees who are missing the SAP user ID subtype in IT0105. Employees without this subtype will not be able to access self-service in SAP. Also, this user ID is often used in downstream network / active directory systems within a customer's infrastructure so it is important all employees have this ID.
Comments	
Modification	Modified to check based on AD-groups. Everyone with relevant AD group should have IT0105 or being reported in this rule. AD groups that does not need IT0105 is registered in ZHR_PARAMETER table.
Solutions	Ver 2.0 - 28.08.2019 WO 1311120: PCC Valuation Rule 12

Below the table, a note states: 'Variable PCC_RULE12_ADGRP is used to register AD groups that will not require IT0105.'

At the bottom of the page, there is a small table titled 'Table of HR variables in selection criteria'.

Audit Log

Available audit log tracking:

- Comments
- Employee updates
- System updates, etc.

All steps and assignments / corrections are logged for audit trail.

- Who
- What
- When
- Attachments and notes

Additionally, the audit log will show notes and what steps were automatically done by the system and user intervention.

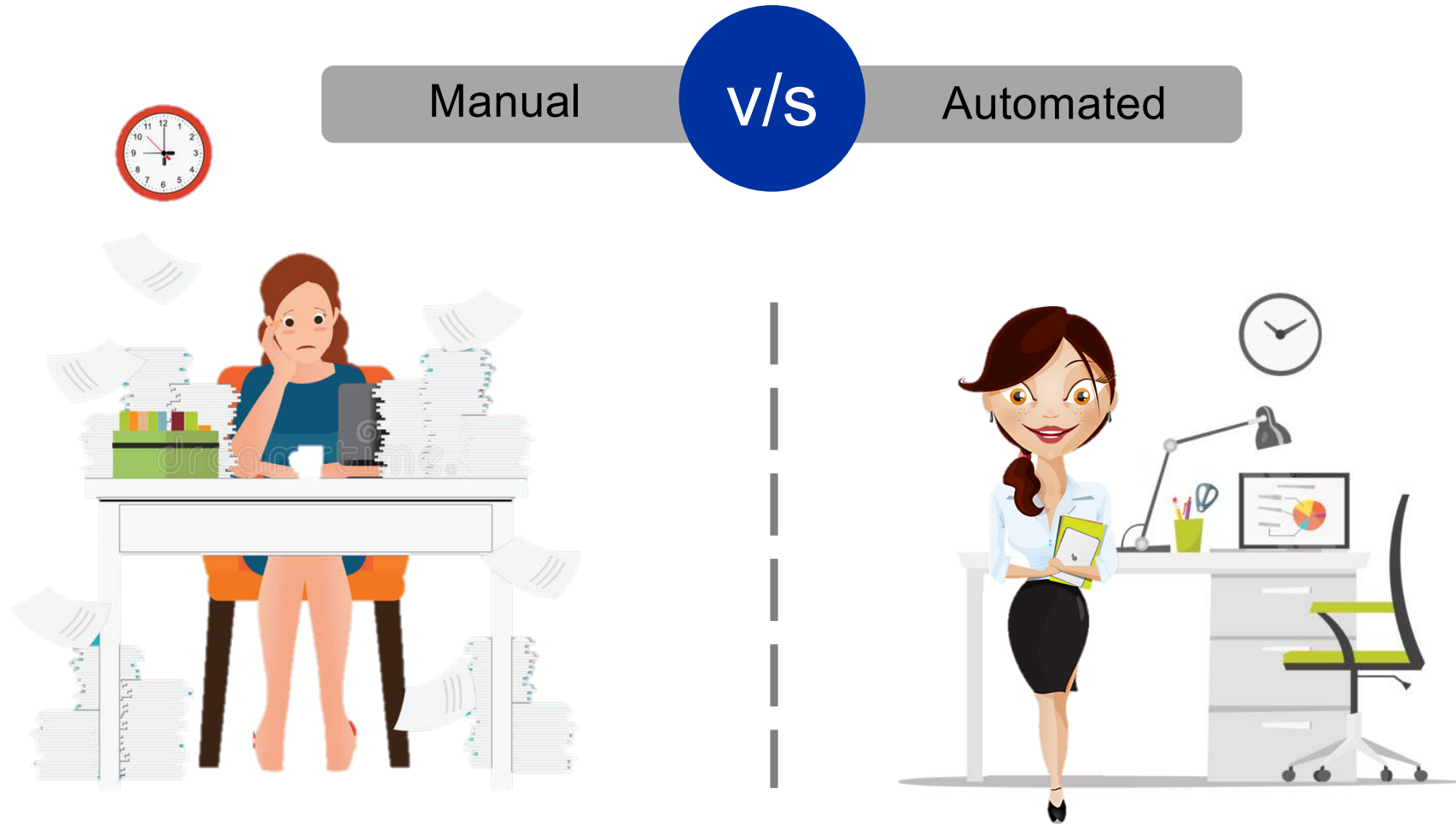
All data is possible to search and export

The screenshot displays the 'Payroll Control Center - Audit Trail' interface. At the top, it shows 'Imran Pre-Payroll' for 'February 2018'. The status is 'OK', the due date is 'Feb 28, 2018', the progress is '2/3', and the active step is 'Monitoring'. Below this, there are tabs for 'PROCESS HISTORY (6)' and 'ALERT HISTORY (29)'. The 'ALERT HISTORY' tab is selected, showing a list of events. The events are listed in a table with columns for Event, Status, and Date. The events include:

- Imran Sajid started step "Monitoring"
- Imran Sajid confirmed step "Initiate P"
- System started step "Initiate Policies"
- System confirmed step "Create Test"
- System started step "Create Test Pa"
- Imran Sajid started process "ACME"

The table also shows details for each event, including the user (Geoff Hill), the date and time, and the specific alert or action taken. For example, one event shows 'System executed check, alert identified' on Sep 26, 2018, at 7:16:26 PM, with a status of 'Success'.

Implementation



Lessons learned (1/2)



Start small

Finding the right alerts for your company and build them will take time

Tool comes with example validation rules, some are ready to use and some needs adjustments

You do not have to explore all possibilities before you start using the tool. You can start with few validation rules and develop ongoing

Check your companys IT pipeline

Make sure no show stoppers in implementation period

Plan for a long implementation period

It is a framework that needs to be build

Testing is time consuming but is also how you will find the best way to set up rules etc.

Lessons learned (2/2)



Communication

This is team work between Payroll Process Team and SAP team.

Discussions are vital for understanding process versus set up

Workshops

Recommend to spend time on workshops to get a common understanding and brainstorm on new ideas/validation rules

Training

Start training of payroll resources early to ensure trust in new ways of processing payroll

The Way forward – Focus areas

- Working on implementing assignment teams instead of individual named resources
- Expand validation rules library
- KPI – evaluate possibilities
- Set standard for process performance – i.e. how often to check, take actions on recurring alerts etc.



Any
1.1
Questions



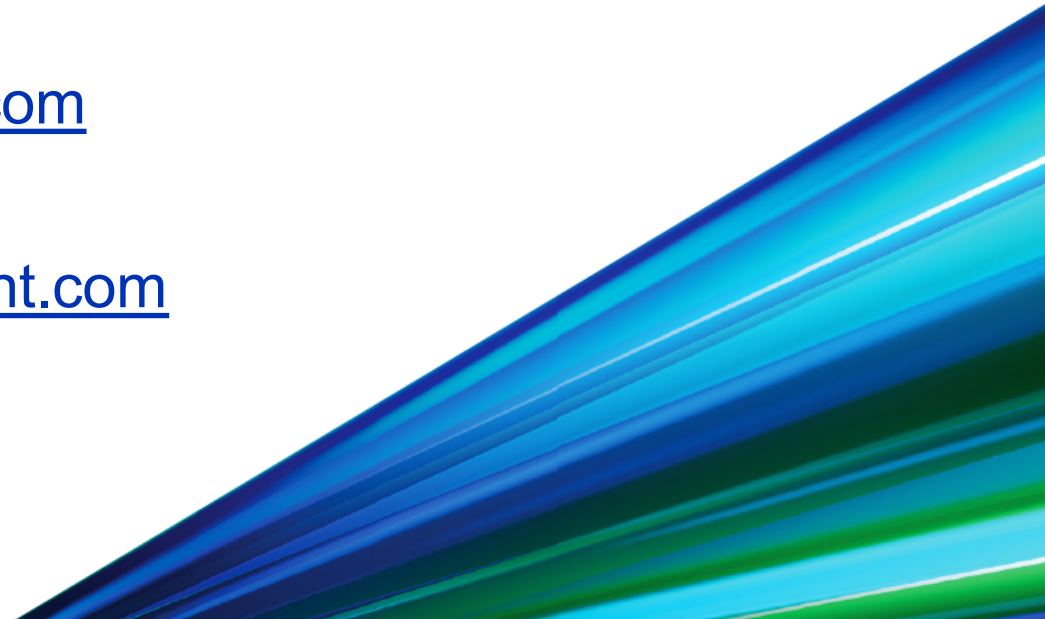
Thank you

Knut Danielsen

Knut.norman.danielsen@cognizant.com

Hildegunn Posti Svendsen

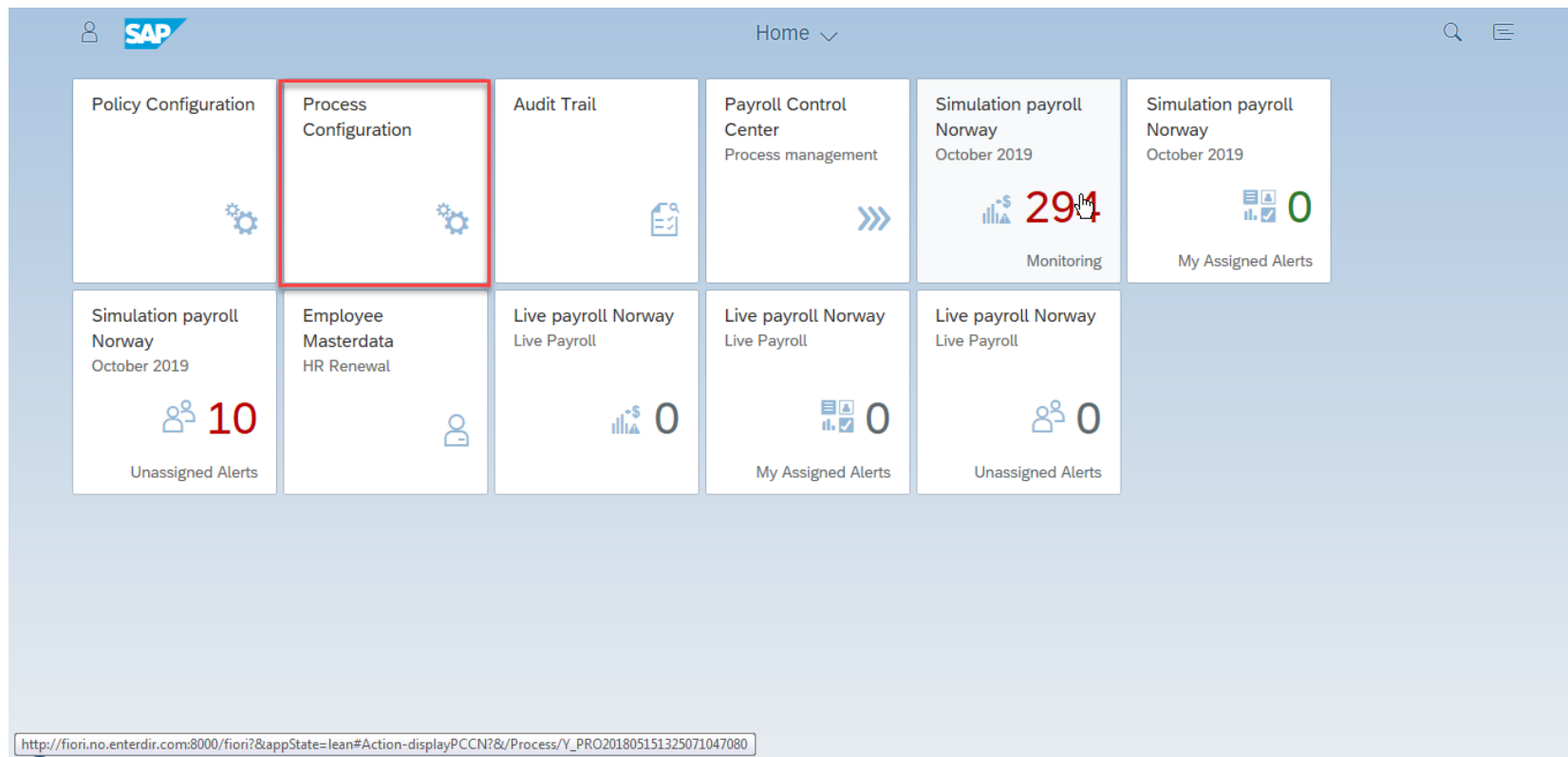
Hildegunn.posti.Svendsen@cognizant.com



Attachments

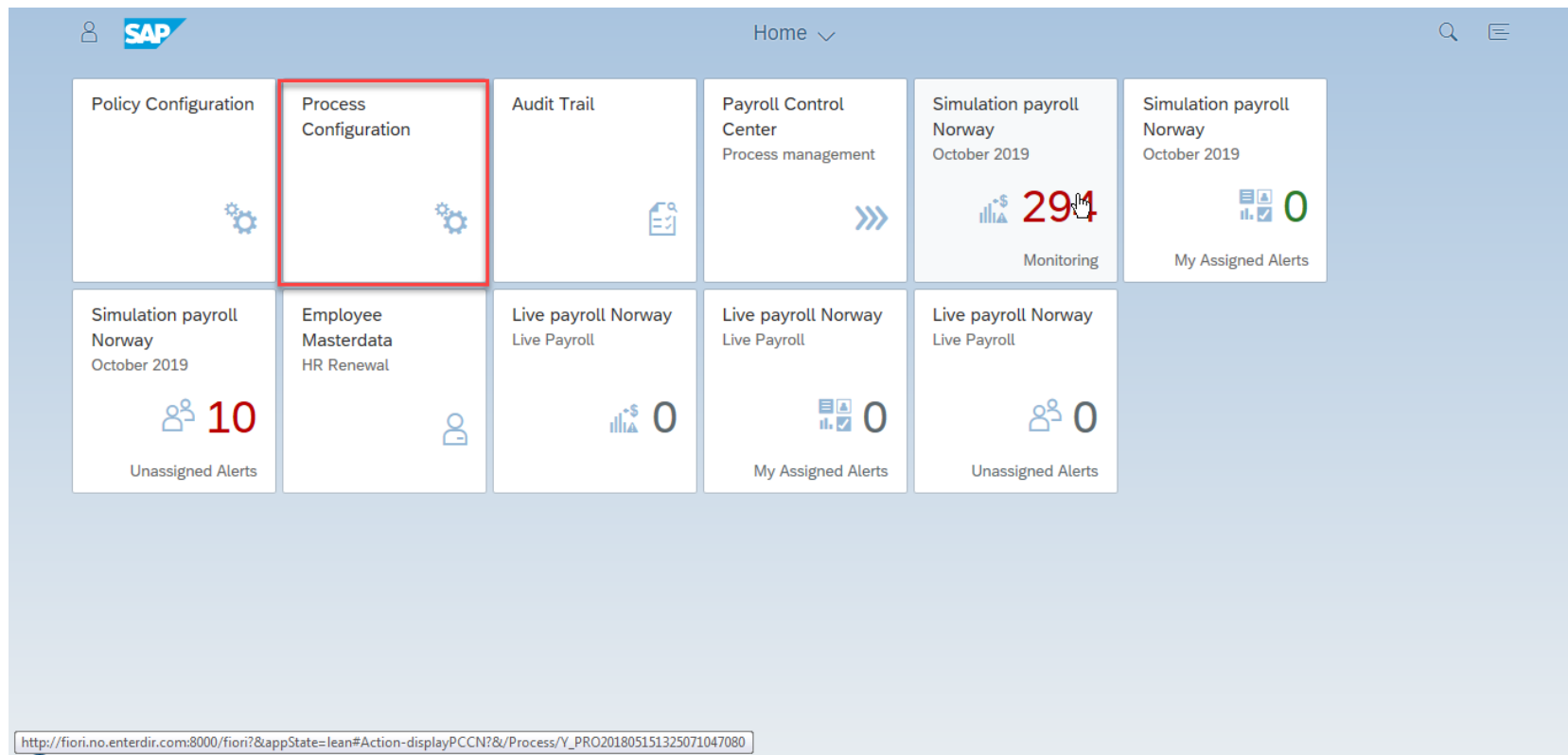
PCC – Process Configuration

Vedlegg



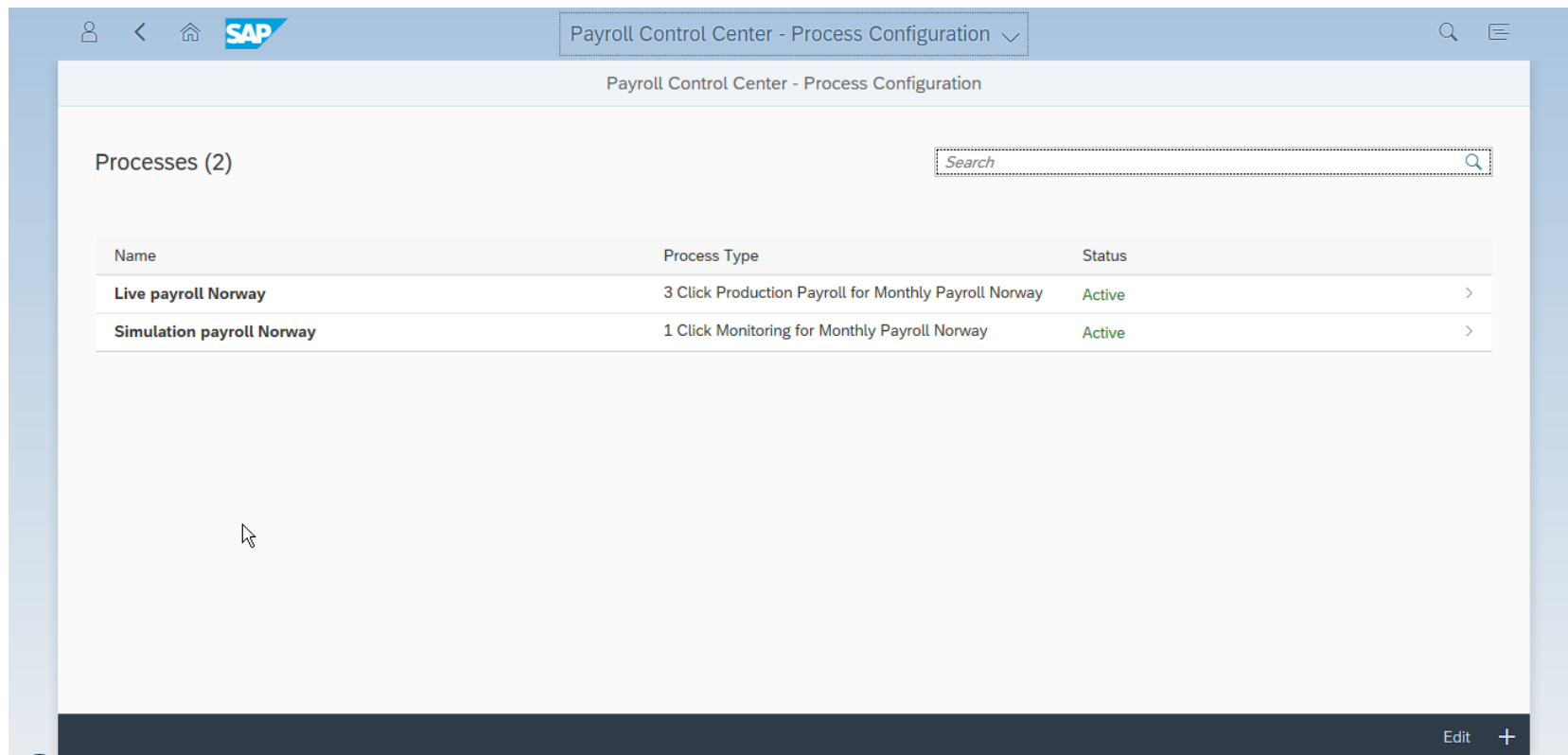
PCC – Process Configuration

Vedlegg



PCC – Process Configuration

Vedlegg



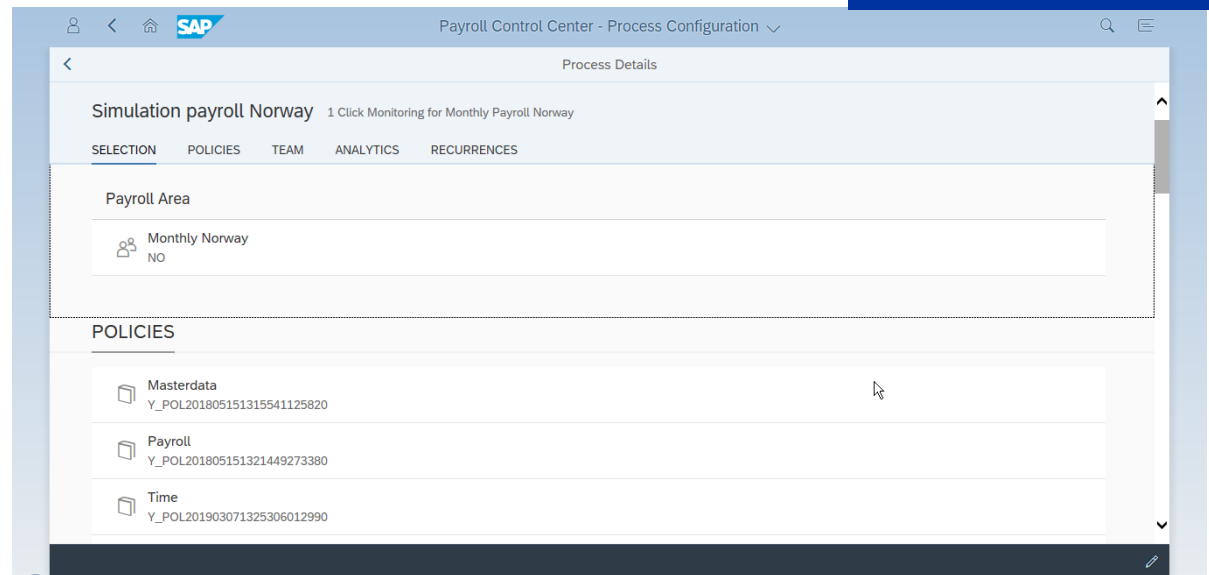
The screenshot shows the SAP Payroll Control Center - Process Configuration interface. The header bar includes the SAP logo, navigation icons, and the title 'Payroll Control Center - Process Configuration'. Below the header, the main content area is titled 'Processes (2)' and contains a search bar. A table lists two processes: 'Live payroll Norway' and 'Simulation payroll Norway'. The table has columns for Name, Process Type, and Status. The 'Live payroll Norway' process is of type '3 Click Production Payroll for Monthly Payroll Norway' and is 'Active'. The 'Simulation payroll Norway' process is of type '1 Click Monitoring for Monthly Payroll Norway' and is 'Active'. A mouse cursor is visible over the table area. At the bottom right, there is an 'Edit' button and a plus sign.

Name	Process Type	Status
Live payroll Norway	3 Click Production Payroll for Monthly Payroll Norway	Active
Simulation payroll Norway	1 Click Monitoring for Monthly Payroll Norway	Active

PCC – Process Configuration

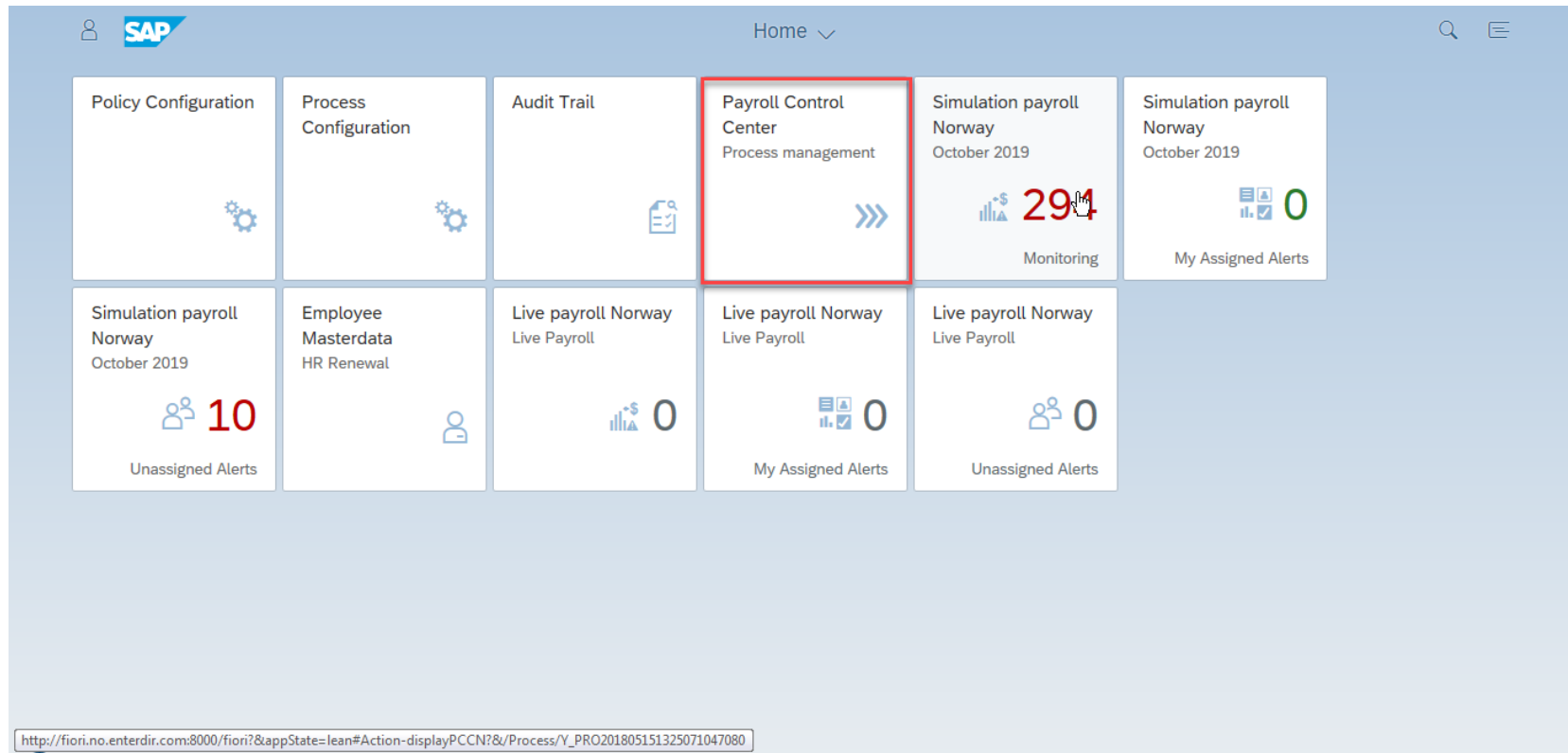
Vedlegg

- Payroll Area for execution
Execution?
- Assigne policy groups to process

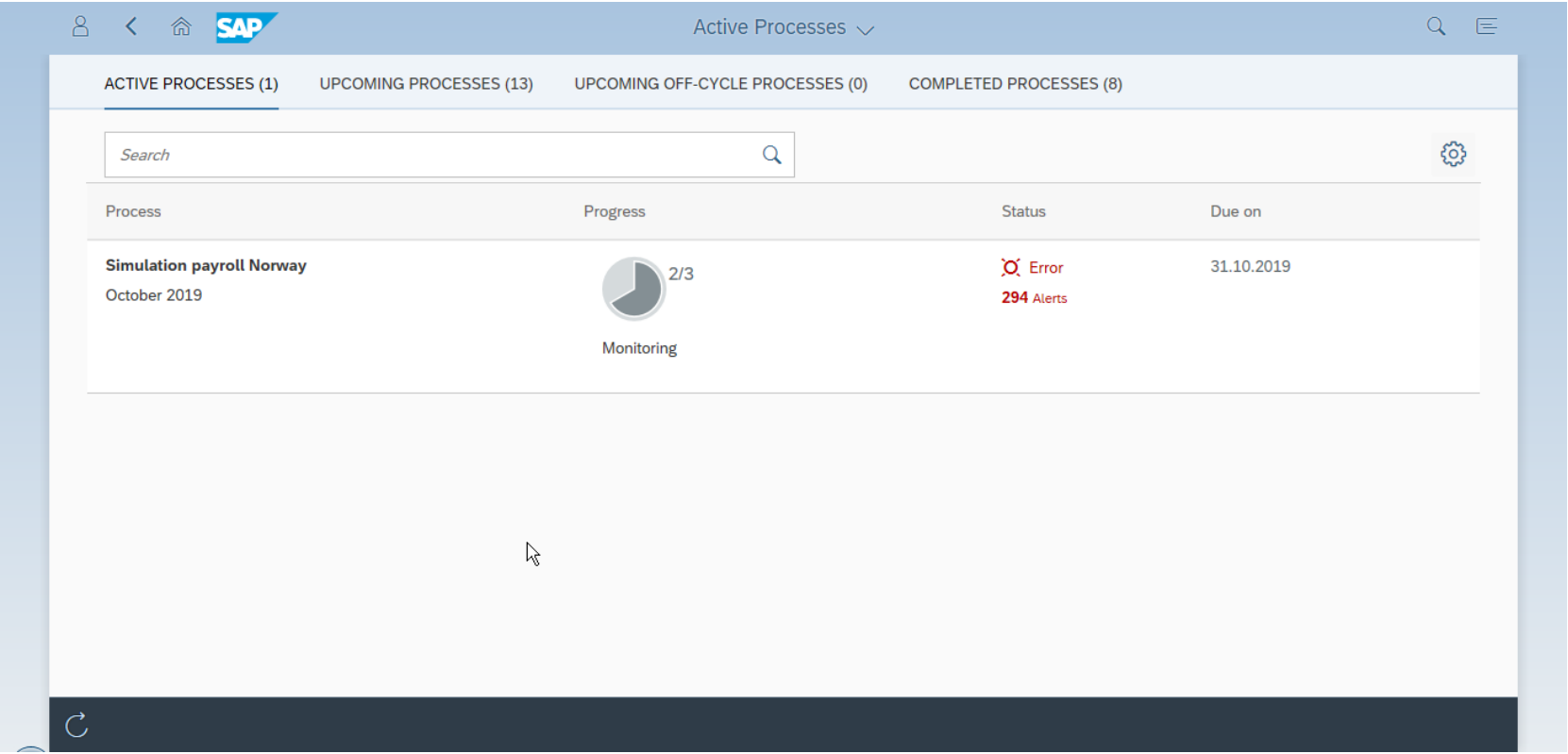


PCC – Process management

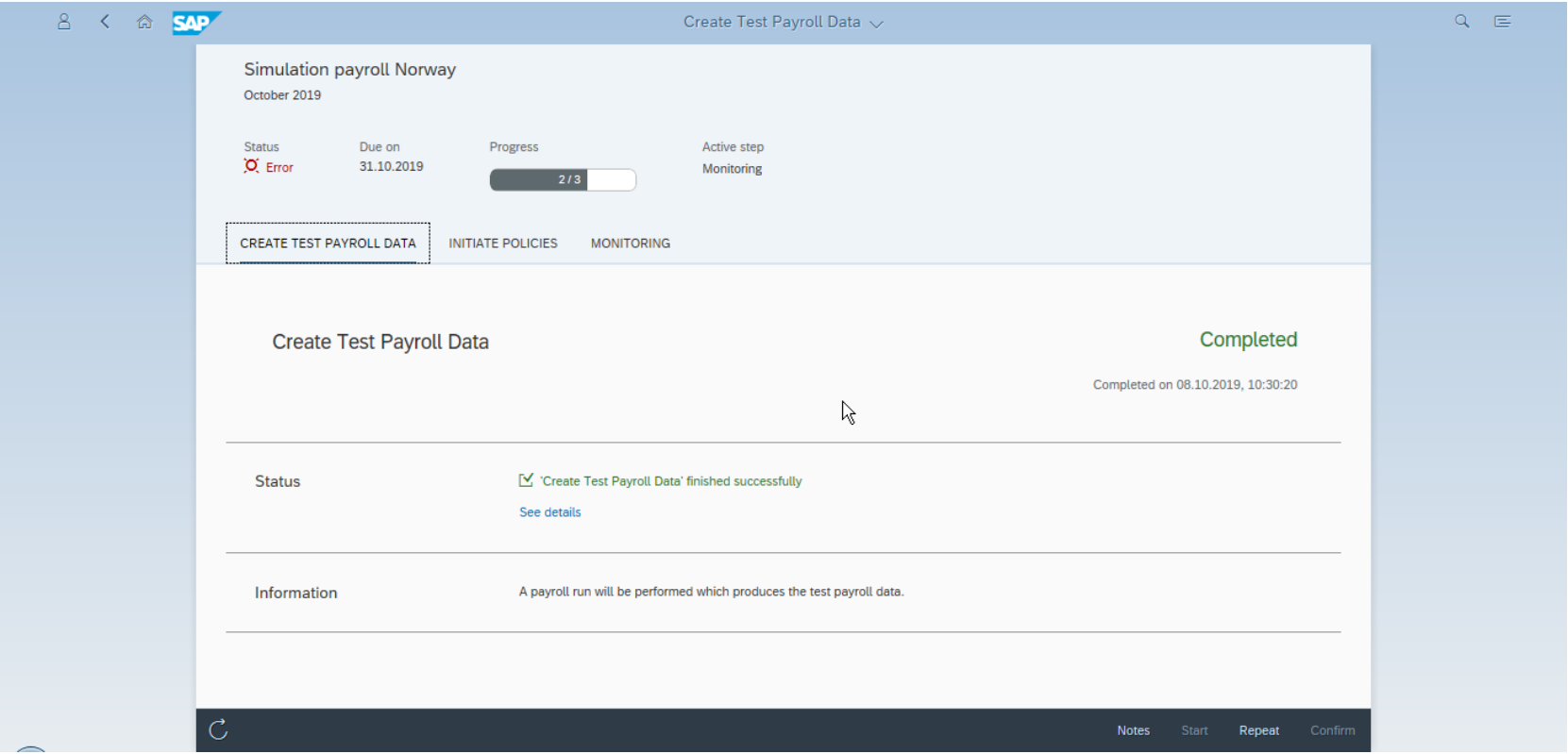
Video



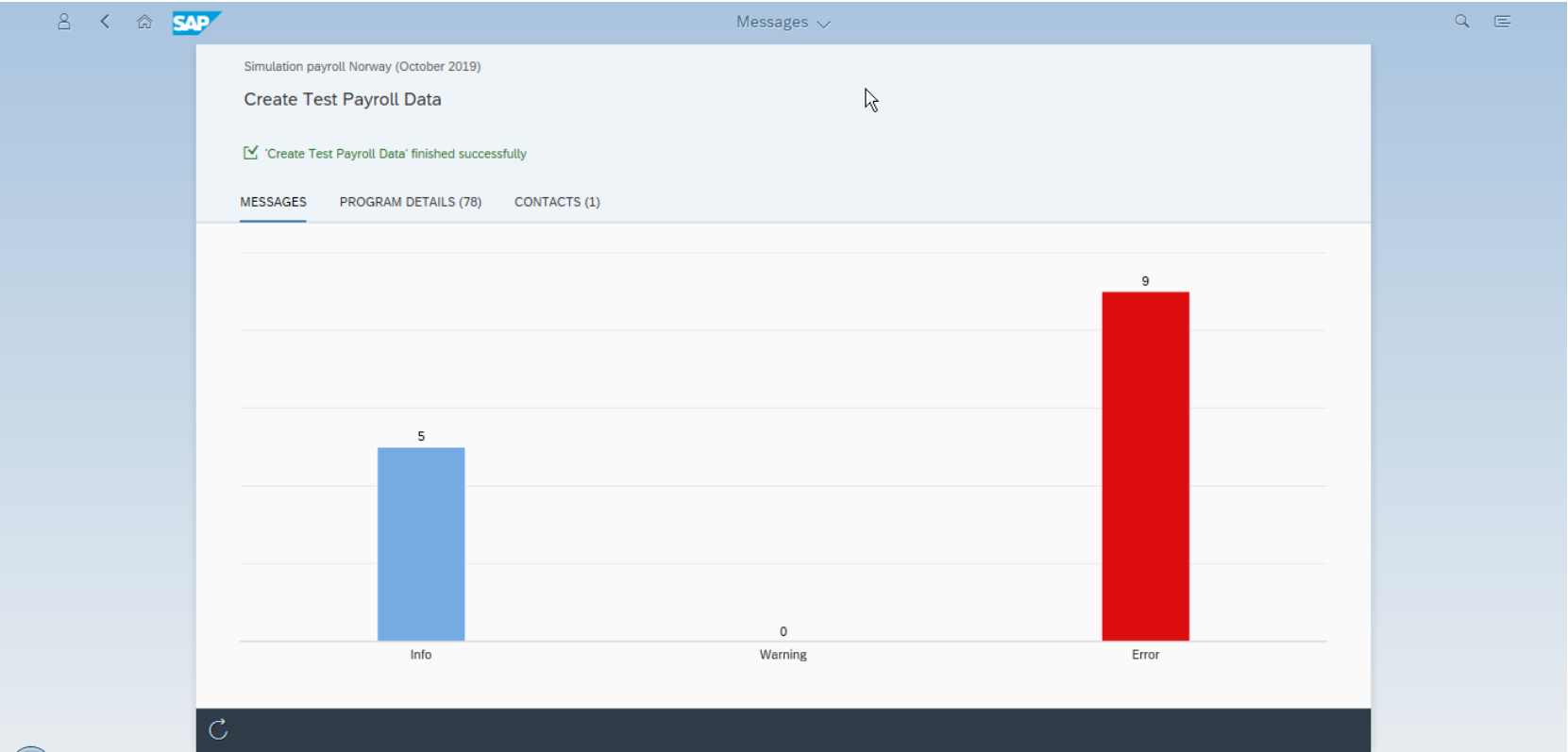
PCC – Procecss management



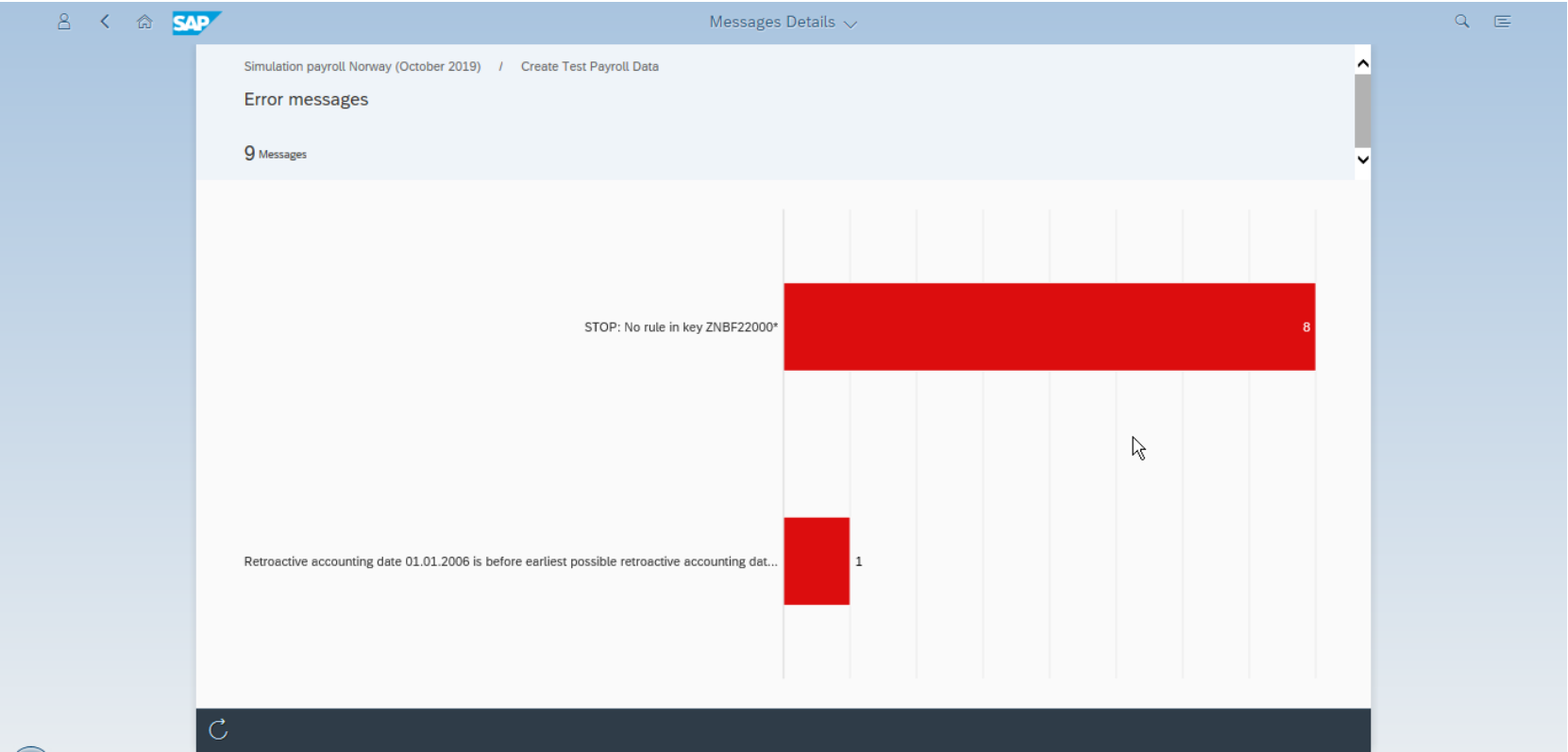
PCC – Payroll Data



PCC – Payroll Data



PCC – Payroll Data



PCC – Payroll Data execution log



Simulation payroll Norway (October 2019)

Create Test Payroll Data

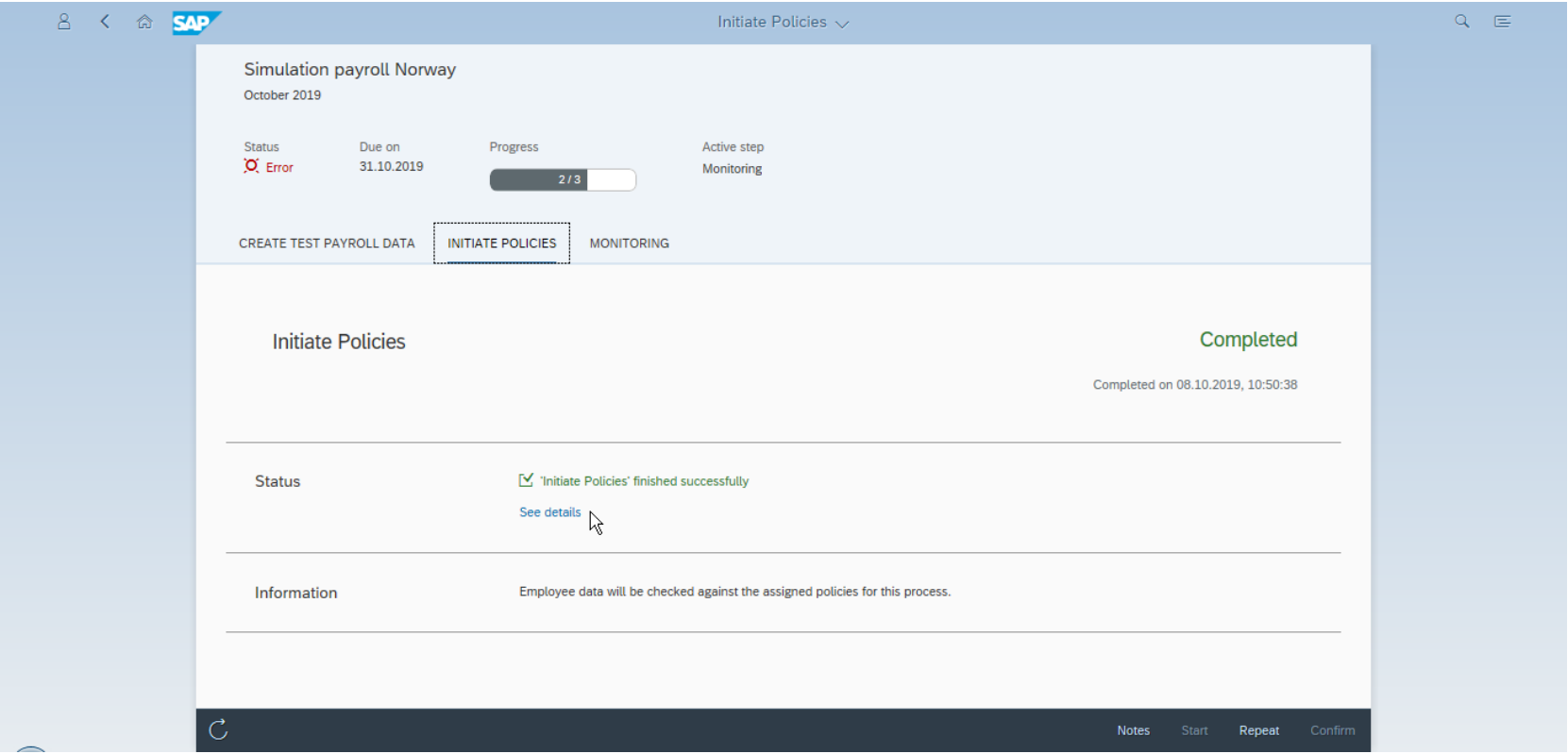
✓ 'Create Test Payroll Data' finished successfully

MESSAGES PROGRAM DETAILS (78) CONTACTS (1)

Search

Job	Status	Started on
00001/Simulation Payroll run 09522900	Finished	08.10.2019, 09:52:29
00001/Simulation Payroll run 09522900	Finished	08.10.2019, 09:52:29
00002/Simulation Payroll run 09522900	Finished	08.10.2019, 09:52:29
00002/Simulation Payroll run 09522900	Finished	08.10.2019, 09:52:29
00003/Simulation Payroll run 09522900	Finished	08.10.2019, 09:52:29
00004/Simulation Payroll run 09522900	Finished	08.10.2019, 09:52:29

PCC – Initiate Policies



PCC – Initiate Policies log



SAP

Program Details ▾

Simulation payroll Norway (October 2019)

Initiate Policies

✔ 'Initiate Policies' finished successfully

MESSAGES

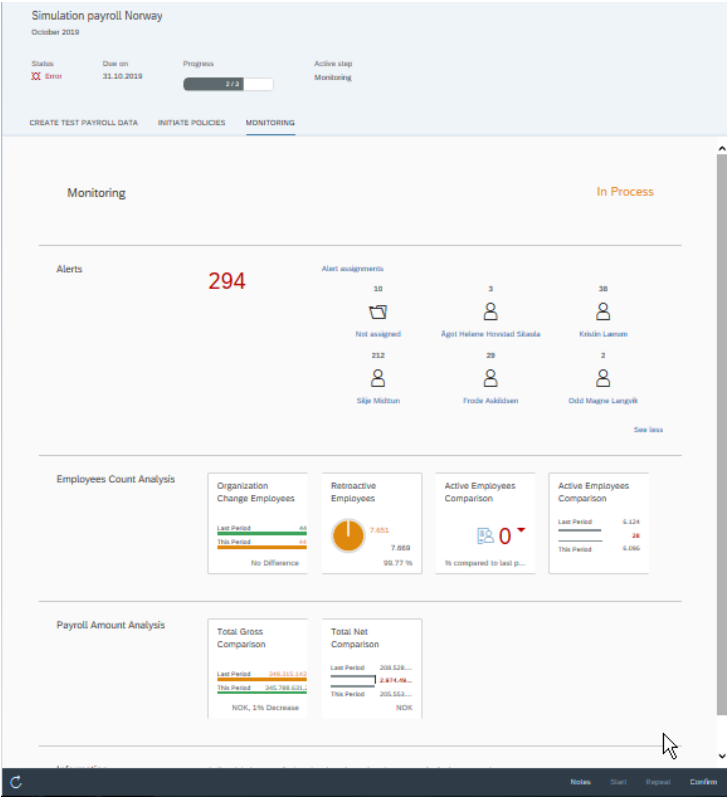
PROGRAM DETAILS (4)

CONTACTS (1)

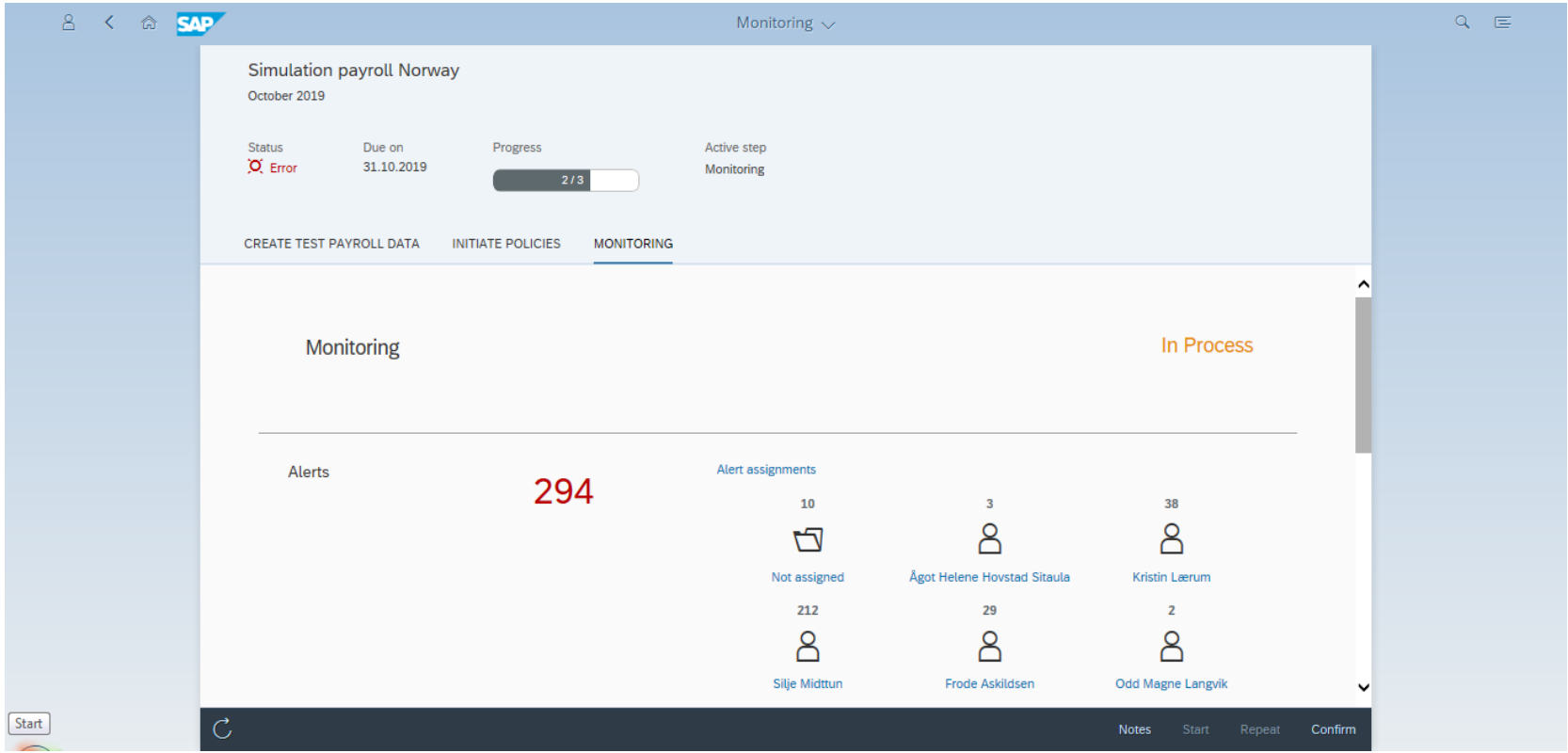
Search

Job	Status	Started on	
Execute Filter Instances 10322901	Finished	08.10.2019, 10:32:29	>
00001/Execute Check Instances 10362403	Finished	08.10.2019, 10:36:24	>
Execute KPI Instances 10402600	Finished	08.10.2019, 10:40:26	>
Record Rejected Employees 10442400	Finished	08.10.2019, 10:44:24	>

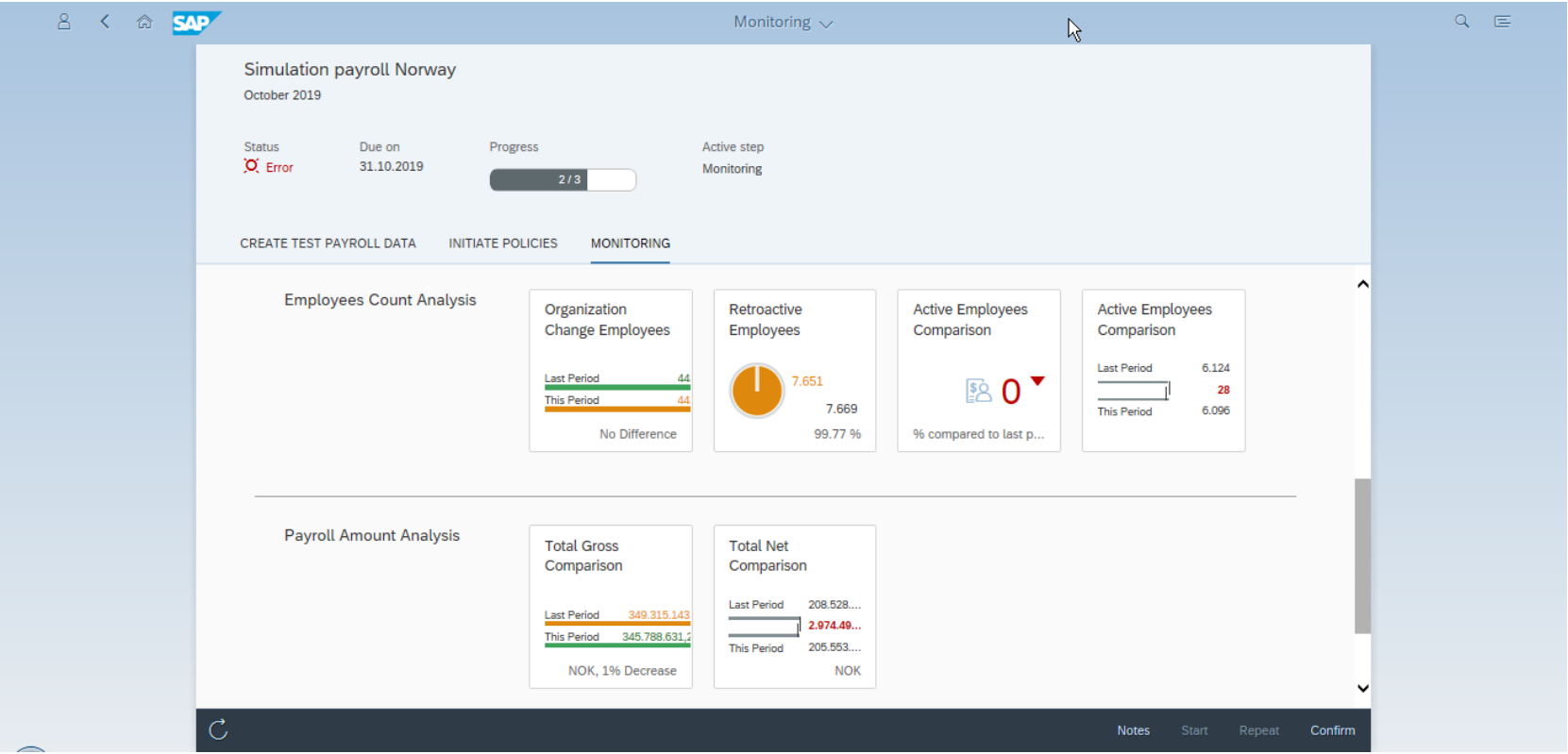
PCC - Monitoring



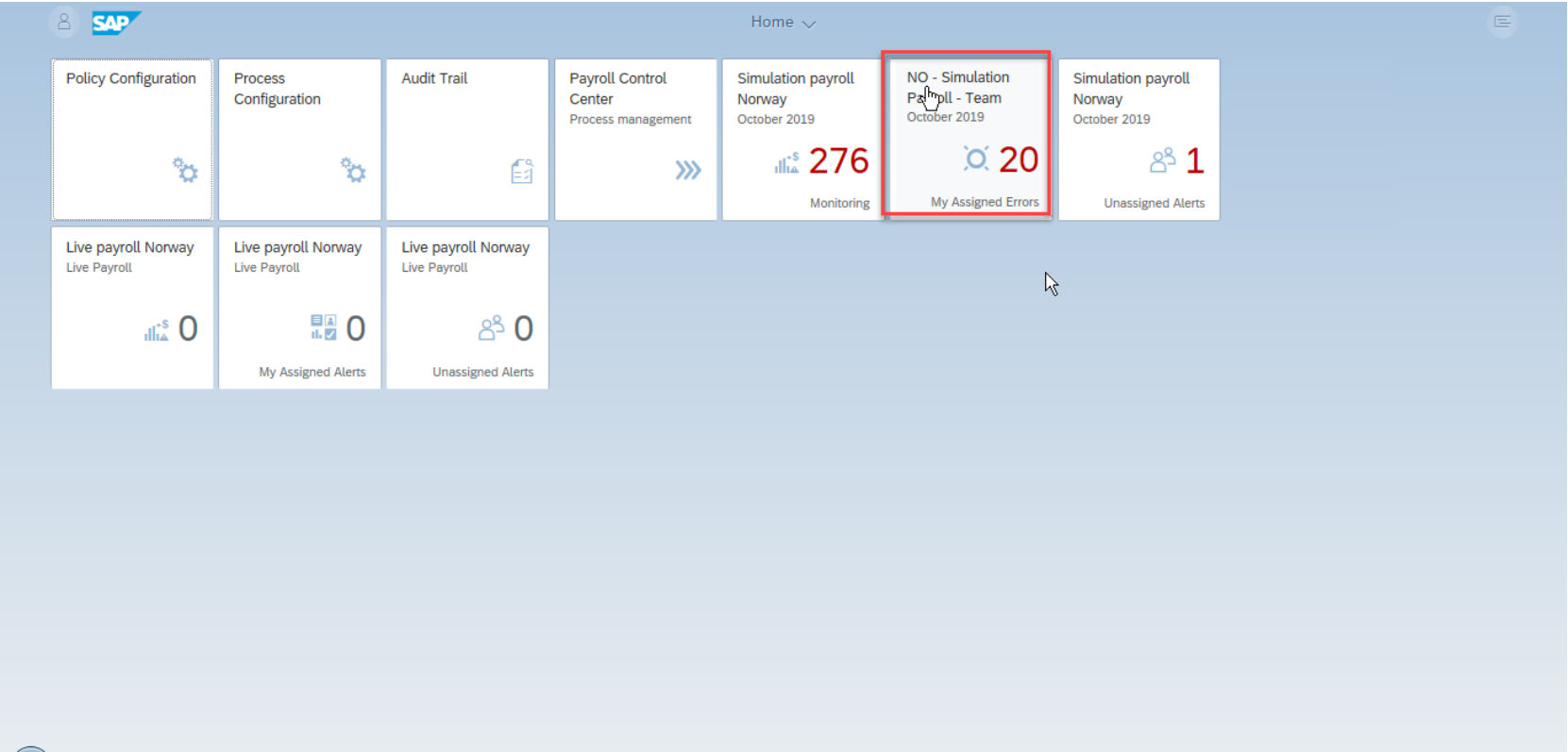
PCC - Monitoring



PCC - Monitoring



Assigned Alerts



My Assigned Alerts according to team view



SAP

My Worklists With Alerts

MY WORKLISTS WITH ALERTS MY WORKLISTS WITHOUT ALERTS

Search

Process	Status	Due On	Alerts	Not Assign...	Top Validation Rules
NO - Simulation Payroll - Team Monitoring October 2019 Team 1	Active	31.10.2019	16	954	- 34 - Employees with claims 13 - 35 - Employees with messages in the payroll log 3 ...
NO - Simulation Payroll - Team Monitoring October 2019 Team 2	Active	31.10.2019	3	795	- 35 - Employees with messages in the payroll log 3 ...
NO - Simulation Payroll - Team Monitoring October 2019 Masterdata	Active	31.10.2019	1	321	- 80 - Employees with duplicate entries in IT0015 1 ...

My Assigned Alerts according to policy



NO - Simulation Payroll - Team Monitoring (October 2019) / Team 1

34 - Employees with claims

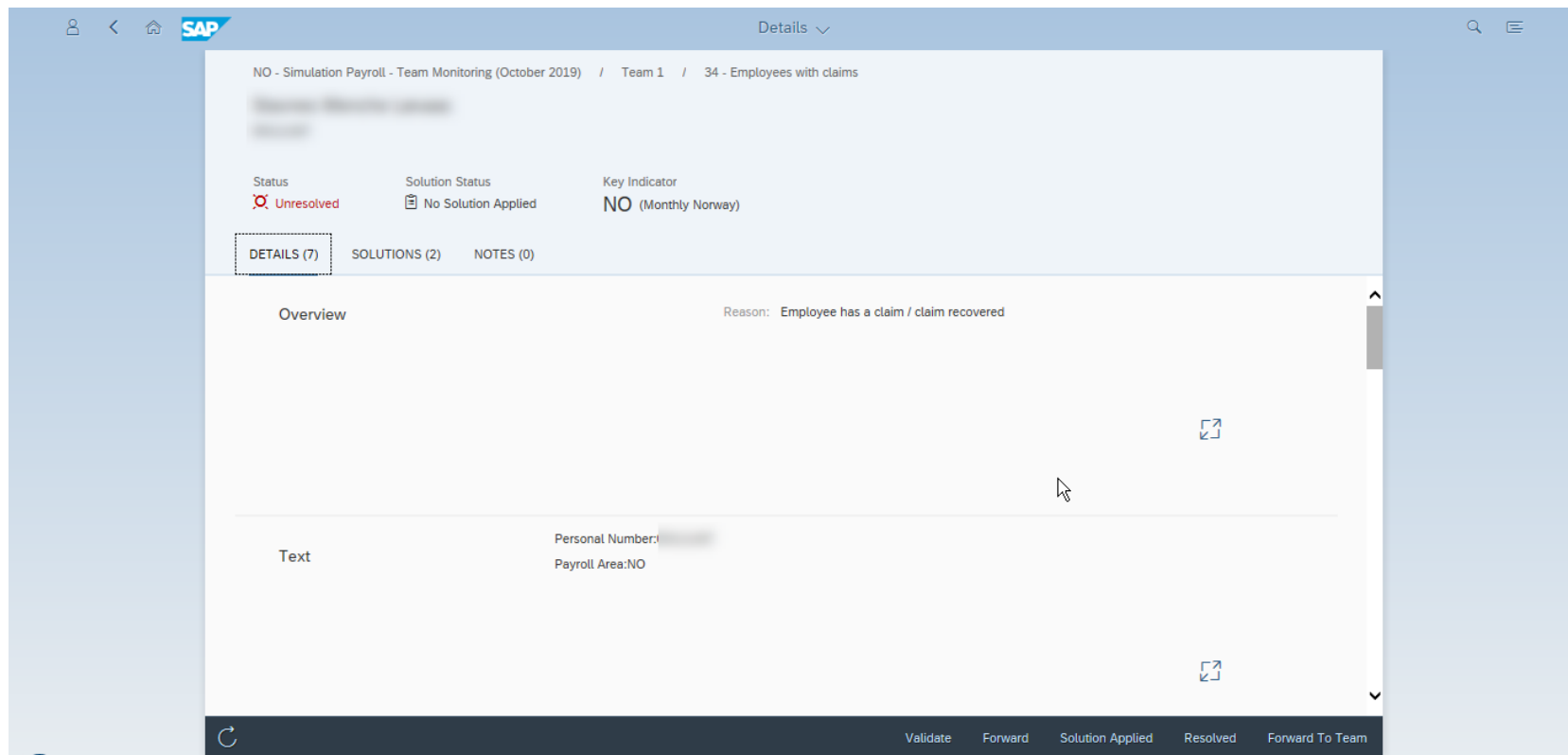
UNRESOLVED (13) SOLUTION APPLIED (0) RESOLVED (5) COMPLETED (0) NOT ASSIGNED (2)

Employee	Key Indicator	Details	Solutions
☐	NO (Monthly Norway)	Reason: Employee has a claim / claim recovered	Wiki Documentation Rule 34 Review employee pay
☐	NO (Monthly Norway)	Reason: Employee has a claim / claim recovered	Wiki Documentation Rule 34 Review employee pay
☐	NO (Monthly Norway)	Reason: Employee has a claim / claim recovered	Wiki Documentation Rule 34 Review employee pay
☐	NO (Monthly Norway)	Reason: Employee has a claim / claim recovered	Wiki Documentation Rule 34 Review employee pay
☐	NO (Monthly Norway)	Reason: Employee has a claim / claim recovered	Wiki Documentation Rule 34 Review employee pay
☐	NO (Monthly Norway)	Reason: Employee has a claim / claim recovered	Wiki Documentation Rule 34 Review employee pay
☐	NO (Monthly Norway)	Reason: Employee has a claim / claim recovered	Wiki Documentation Rule 34 Review employee pay

Validate Forward Solution Applied Resolved

My Assigned Alerts according – Alert Overview

Vedlegg



The screenshot displays the SAP Alert Overview interface. At the top, the breadcrumb navigation shows 'NO - Simulation Payroll - Team Monitoring (October 2019) / Team 1 / 34 - Employees with claims'. The main header area includes the SAP logo and a 'Details' dropdown. Below this, the alert details are shown: 'Status' is 'Unresolved' (indicated by a red icon), 'Solution Status' is 'No Solution Applied' (indicated by a calendar icon), and 'Key Indicator' is 'NO (Monthly Norway)'. A tabbed interface below the header shows 'DETAILS (7)' as the active tab, with 'SOLUTIONS (2)' and 'NOTES (0)' also available. The main content area is divided into two sections: 'Overview' and 'Text'. The 'Overview' section contains the text 'Reason: Employee has a claim / claim recovered'. The 'Text' section contains the text 'Personal Number: [redacted]' and 'Payroll Area:NO'. At the bottom of the interface, there is a dark blue bar with a refresh icon on the left and a row of action buttons: 'Validate', 'Forward', 'Solution Applied', 'Resolved', and 'Forward To Team'.

My Assigned Alerts according – Wagetype report

Vedlegg

SAP

Details

NO - Simulation Payroll - Team Monitoring (October 2019) / Team 1 / 34 - Employees with claims

Status

Solution Status

Key Indicator

Unresolved

No Solution Applied

NO (Monthly Norway)

DETAILS (7)

SOLUTIONS (2)

NOTES (0)

Wagetype Report

Wage Type Id	Text	Quantity	Rate	Amount
FOR Period 07/2019				
/561	Advance next month	0,00	0,00	0,00
FOR Period 08/2019				
/561	Advance next month	0,00	0,00	0,00
FOR Period 09/2019				
/561	Advance next month	0,00	0,00	0,00
FOR Period 10/2019				
/561	Advance next month	0,00	0,00	31.293,20

Validate

Forward

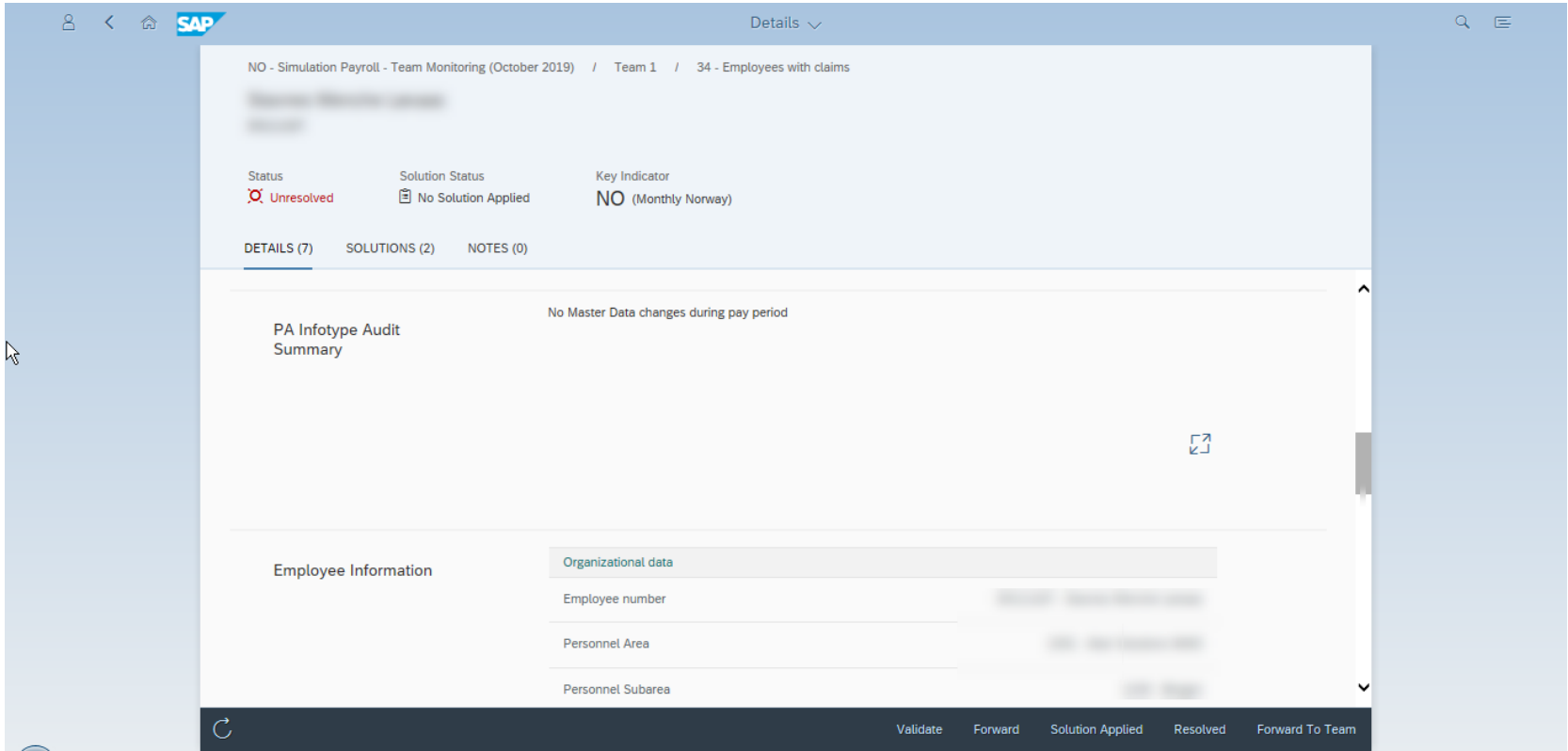
Solution Applied

Resolved

Forward To Team

My Assigned Alerts according – Masterdata change Information

Vedlegg



My Assigned Alerts - payslip

Vedlegg

SAP

Details

NO - Simulation Payroll - Team Monitoring (October 2019) / Team 1 / 34 - Employees with claims

Status

Solution Status

Key Indicator

Unresolved

No Solution Applied

NO (Monthly Norway)

DETAILS (7)

SOLUTIONS (2)

NOTES (0)

Payslip

Tabell	%	Kontonr.	Deltids-%	Sr.fritid	Ferie (t)	Opptj.FP f.å.
1000	20		100,00	0	0	0,00
3305						
3306						
/441						
/563						
/561						

Validate

Forward

Solution Applied

Resolved

Forward To Team