



Infor Global HR and Talent Management Integration Guide

Release 11.0.x

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Chapter 1: Interface overview and setup

This chapter provides an overview and setup for the Infor Global HR and Infor Talent Management interfaces. These interfaces can be used to transfer data to other external applications.

Interface process overview

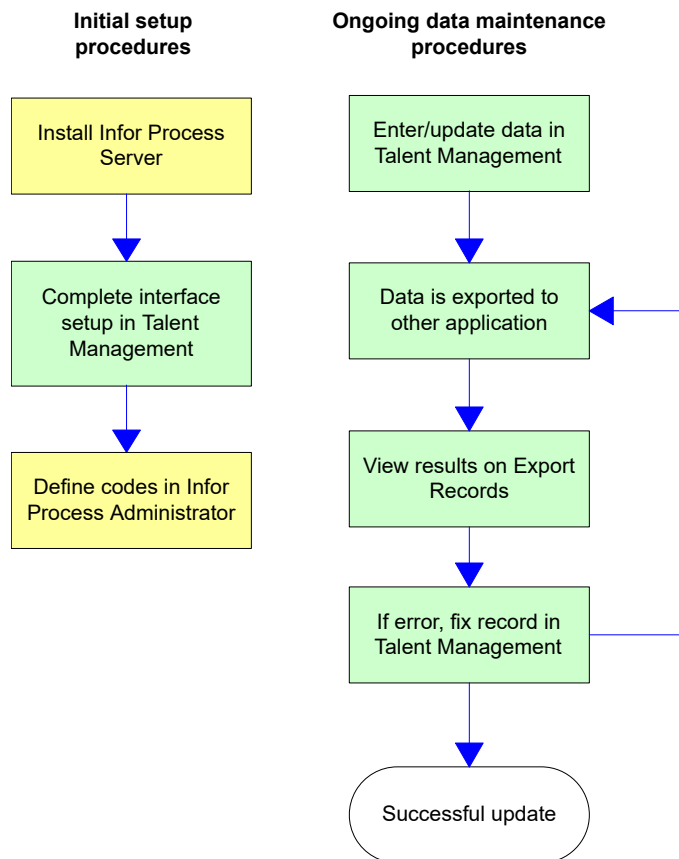
Infor Global HR and Infor Talent Management interface data to other applications by creating transactions records in a set of holding files, and then send that data to another application as defined by the schedule set up in Infor Process Server. The data holding files are populated when a record is created or changed in Infor Global HR and Infor Talent Management. When that occurs, a corresponding entry is immediately made in the interface holding file. The holding files are then available to be interfaced into another application.

Only active records are interfaced from Infor Global HR and Infor Talent Management. The exception to this is when a record is first changed from Active to Inactive. In that case, the record is interfaced one last time to show the change from Active to Inactive.

Almost all fields from a business class are included in the export record. The only exceptions are internally used fields that would have no use in another system. When a change is made in Infor Global HR and Infor Talent Management, a complete export record is created containing all export fields, not just those fields that have changed. So even if you don't change fields related to, for example, an employee's address, the address information will still be included in the export record. Similarly, if there is a work assignment change and there is a new manager for the new assignment, the interface will create a SupervisorExport record for that manager. The interface will also create a record for the manager on the previous work assignment if it has changed.

A series of codes are defined in Infor Global HR and Infor Talent Management for which you can specify the corresponding codes from the application to which the data is being interfaced. The code setup is done in Infor Process Server Administrator.

The following graphic explains the initial setup and ongoing tasks required for interfacing data from Infor Global HR and Infor Talent Management to another application.



Defining the interface setup

Use this procedure to set up the interface from Infor Global HR and Infor Talent Management to another application.

- 1 Select **Utilities > Interfaces > Setup**.
- 2 Click **Create**.
- 3 Open the organization for which you are defining interface setup.
- 4 Select the **Interface Setup** tab, and specify this information:

Interface Type

Select **Trigger**.

Only Interface Future Changes When They Become Current

Select this check box to only process records when the effective date is not in the future.

Process Immediately

Select this check box for the interface to process any records in the holding file immediately. Then specify which of the interface processes should use immediate processing:

- Dependent
- Employee
- Job
- Position
- Manager
- Absence Balances

When **Process Immediately** is selected and **Hire/Rehire** is not selected, a work unit is created immediately for every EmployeeExport record.

If you select **Process Immediately** for the interface processes, the process attempts to immediately send the export record(s) to the other application (such as HRM). If there are existing unprocessed records or error records for that process that have the same key as the newly created records, those existing records have to be corrected and/or resent before the new export records can be sent. Therefore, in this situation, export records may not be immediately interfaced even though **Process Immediately** is selected. The interface process must be scheduled to send or resend the unprocessed or error records so that future export records can be processed immediately.

Hire/Rehire only

When the **Process Immediately** option is selected, the **Hire/Rehire** option is active.

When **Hire/Rehire** is selected, only those employee export records that are created from the **Hire** or **Rehire** activity will immediately be sent to Infor HR Management. All other employee export records wait until the scheduled flow is run. The **ActionTag** field determines if the record is a hire or rehire. If the **ActionTag** field contains **HRHire**, **TAHire**, **HRRehire**, or **TARehire**, then the export record is processed immediately.

Last Transaction Id

This field displays the system-generated id of the last transaction. Do not modify this value.

Purge Threshold

Select a number to specify how often the Interface Sequence Numbers are purged. For example, specify 20, and InterfaceSequenceNumbers are purged every 20th record.

Note: If a number less than 2 is specified for the **Purge Threshold**, then the number defaults to 1000.

Use New Sequence Number Generation

Enable this check box to automatically purge interface records after every 1000th created record.

When the InterfaceSequenceNumber list records increase to a multiple of 1000, the entire list is purged, with the exception of the most recent record.

EEO Category

Select the EEO Category for the job(s) being interfaced. The EEO Category is defined as a job country attribute. The default is the value for the United States.

US Workers Compensation Category

Select the Workers Compensation Category for the United States for the job(s) being interfaced. The Workers Compensation Category is defined as a job country attribute. The default is the value for the United States.

CA Workers Compensation Category

Select the Workers Compensation Category for Canada for the job(s) being interfaced. The Workers Compensation Category is defined as a job country attribute. The default is the value for the United States.

Occupational Group Category**Interface Debug**

This field is not intended for general use. Do not use this field unless directed to by Infor Global Support.

- 5 In the File Creation Utility section, enable the **Create Records in Background** check box to process records in the background.
- 6 If you enable the **Learning Management** interface check box on the **File Selection** tab, verify the values in the LMS Settings fields on the **Interface Setup** tab.

Get Courses List By Date Last Run

Select or verify the date on which the course list interface was last run. If this is the first time interface has been run, you must select a date, but thereafter the date should be updated automatically when the interface is run. This date cannot be more than 30 days prior to the current date.

Get User Course Status Last Run

This field is updated automatically when the interface is run.

LMS Topic

Select the topic that should be associated with the Development Activity records when they are created. This field is not required, but if you do not enter a topic, there will be no topic associated with the course in the catalog.

LMS Employee Export Group**Condition****Due Date Calculation Units**

Select the units to be used to determine the due date for courses. If you don't select a number and units, the system will default 30 days as the Due Date Calculation Units value.

- 7 If your organization interfaces data to Infor Workforce Management, specify this information:

Default for Employee Credentials Required Before Interfacing

Select this check box if the majority of employees require a credential value (actor or identity depending on the **Object to Wait For Before Interfacing** field) before their records are sent to Infor Workforce Management.

If this check box is selected, then the **Wait For Credential Before Interfacing To WFM** check box is selected by default for all employees when hiring, rehiring, or creating resources. The administrator can clear the **Wait For Credential Before Interfacing To WFM** check box if the employee being hired, rehired, or created does not need to wait for a credential value before interfacing.

If this check box is not selected, then the **Wait For Credential Before Interfacing To WFM** check box is not selected by default for all employees when hiring, rehiring, or creating resources. The administrator can select the **Wait For Credential Before Interfacing To WFM** check box if the employee being hired, rehired, or created must wait for a credential value before interfacing.

For more information on hiring, rehiring, or creating resources, see the *Infor Global HR and Infor Talent Management Resources Setup and Administration Guide*.

Object to Wait For Before Interfacing

Select the object that the interface waits for. Valid values are **Actor** and **Identity**.

Team Structure

Select the object that the interface waits for. Valid values are **Supervisor**, **Organization Unit**, and **Hybrid**.

If **Supervisor** is selected as the **Team Structure**, the Supervisor code is sent on the Employee Export files. The configuration property "InterfaceUseSupervisorShortDescription" within the WFM configuration determines whether the sequence number or short description is sent.

If **Organization Unit** is selected as the **Team Structure**, the Organization Unit code is sent on the Employee Export files.

Use the selection **Team Structure for Organization Unit** to choose between sending the Organization Unit Sequence Number Key or the Short Description for the export.

The selection **Hybrid** allows you to use a combination of the Supervisor structure and the Organization Unit structure on your EmployeeExport to WFM. This requires additional setup for selecting which Organization Units should be included in the export. Any employee that is in an Organization Unit that is not selected will have the supervisor structure sent instead.

The short Description will always be sent for both Supervisor and Organization Unit.

Select the check box for **Include Organization Unit Hierarchy** to include all descendant units in the export when an Organization Unit is flagged for the export.

- 8** If you selected Hybrid, additional setup is required in **Administrators > Setup > Structure > Organization Units**.

Open an Organization Unit and select the flag under Usage Rules called **Use For WFM Team Structure**. By checking this, any employee that is assigned to that Organization Unit will have their Organization Unit structure sent as their Employee Hierarchy in the export. If **Include Organization Unit Hierarchy** is enabled in the initial setup, any organization unit that is a descendant of the one selected is also included.

- 9** In the Employee Audit section, specify up to 12 field names of fields that are compared. Choose from fields that are on the Employee Audit report. The critical fields have separate counts on the email that is sent after the comparison process is complete. Report results can be sorted by critical fields.
- 10** Click **Save**.
- 11** On the **File Selection** tab, select additional types of interfaces to run, and the data to include in the interface. Only those interface files you select here will be created.

For example, if you are interfacing data to Infor HR Management, you do not need to create an interface file for Employee Competency and Skill, as that data is not used in Infor HR Management.

Personnel BOD

Select this check box if this organization should update the ION Personnel BOD when employee export records are created.

Preboarding

Select this check box if this organization interfaces candidate preboarding data to Infor HR Service Delivery.

Onboarding

Select this check box if this organization interfaces employee onboarding data to Infor HR Service Delivery.

Workforce Management

Select this check box if this organization interfaces data to Infor Workforce Management.

Learning Management

Select this check box if this organization interfaces data to Infor Learning Management.

Note: If you select the **Preboarding**, **Onboarding**, or **Learning Management** check boxes, you must select the appropriate business classes in order for interface records to be created.

12 Click **Save**.

13 On the **Export Behavior** tab, enable these options:

Do Not Generate Related Employee Exports

For Employee Deductions

Create Employee Exports For All History Corrections

Enable the option to generate export files for all history correction transactions.

Note: History correction transactions are not included in any delivered interfaces, File Creation Setup records, or Business Object Documents (BODs).

Creating cross reference codes

Use this procedure to define corresponding fields between Infor Global HR and Infor Talent Management and the other application.

1 Sign in as Process Server Administrator and select **Configuration > Cross Reference**.

2 Click **New**.

3 Define the code:

Code

Specify the name of the code that you are defining.

Source/Destination

Specify the name of the system from which the data originates in Source. Specify the name of the system that is receiving the data in Destination.

Do Not Require Unique Destination Value

Select this check box if more than one source code is allowed to be mapped to the same destination code.

No Mapping Required

Select this check box if the code you are defining has no specifically mapped equivalent in the destination system.

4 Define the fields for the code.

For example, if the **Active** code is interfaced from Infor Global HR and Infor Talent Management, the Source, to another application, the Destination, then add the key fields for the Active field in Source Fields, and the corresponding destination key fields in Destination Fields.

Optional

Select this check box if the field is optional. Note that the first field added cannot be optional. At least one field must be included for the fields to be mapped.

Return

Select this check box for the data from this field to be included when data is interfaced from the Destination application back to the Source application.

Default value

Specify the value to use as the default if no data is interfaced in the field. If you selected the **No Mapping Required** check box, then this value is used to populate the destination field.

Pre-defined codes

These codes are pre-defined in Infor Global HR and Infor Talent Management. For these codes, modify the fields as needed, but the codes already appear in the list.

Mapping pre-defined codes for Infor Global HR and Infor Talent Management to Infor Workforce Management

Code	Employee	Employee Skill	Job	Team
Company	Required	Required		
Employee	Optional	Optional		
FullTime	Required			
PayPlan	Optional			
Position	Optional		Optional	
Supervisor	Optional			Optional
WorkSchedule	Optional			

Mapping pre-defined codes for Infor Global HR and Infor Talent Management to Infor HR Service Delivery

Code	Pre-boarding	On-boarding
Company	Required	Required
Employee		Optional

Mapping pre-defined codes for Infor Global HR and Infor Talent Management to Infor Learning Management

The Infor Global HR and Infor Talent Management to Learning Management interface does not use pre-defined code mappings. Note that user fields can be mapped. See [Interfacing data to Infor Learning Management](#) on page 83.

Mapping pre-defined codes for Infor Global HR and Infor Talent Management to Infor HR Management

Code	Dependent	Employee	Job	Position	Supervisor
Active	X	X	X		X
Activity		X		X	
BargainingUnit		X		X	
CAWorkersCompClass			X		
Company	X	X	X	X	X
Consent	X				
Currency		X		X	
Deceased	X	X			
Dependent	X				
DependentEmployeeAddress	X				
DependentType	X				
Disability	X	X			
EEOCode			X		
EEOSubCode			X		
EffortReporting		X			
Employee	X	X			X
EmployeeStatus		X			
Ethnicity		X			
ExemptFromOvertime		X	X		

Code	Dependent	Employee	Job	Position	Supervisor
ExpenseAccount		X		X	
FullTime					
Gender	X	X			
Grade		X	X		
Job		X	X	X	
JobClass			X		
LaborDistribution		X			
Location		X		X	
MaritalStatus		X			
PayPlan		X		X	
Position		X		X	
PositionStatus				X	
ProcessLevel Department		X		X	
Reason		X			
ReasonAction		X			
Relationship	X				
Religion		X			
SalaryClass		X		X	
SalaryEncubrance		X			
Schedule		X	X		
Smoker	X				
Source		X			
StandardField		X			
StepAndGradeGrade		X		X	
StepAndGradeSchedule		X		X	
StepAndGradeStep		X		X	
Student	X				
Supervisor		X		X	X
USWorkers CompClass			X		
Union		X		X	
UserField		X			

Code	Dependent	Employee	Job	Position	Supervisor
VeteranCode		X			
WorkSchedule		X		X	
WorkingRemotely		X			

EmployeeFilter code

The EmployeeFilter code is used to specify which group(s) of employees are included in the interface. This code is predefined and should always have both the Source and Destination as **LTM**. The values for the EmployeeFilter code are the RelationshipToOrganization values that you want to include or exclude from the interface. The values for this code are not actually interfaced, but the application still reads the values to determine which relationships to organizations should be included.

For example, if you want to include those employees with a RelationshipToOrganization=Employee in the interface, you would add a value for that relationship to the EmployeeFilter code and give it an Include value of **true**. If you want to exclude the Volunteer relationship from the interface, you would add a **Volunteer** value for the EmployeeFilter code as well, but with Include=false.

Note: If you do not add a value for every RelationshipToOrganization, the default value is true. So if you do not include a relationship in the list of EmployeeFilter values, the relationship will be included.

Using Legacy business object documents

The Legacy Personnel business object document (BOD) is created by the Create Personnel BOD service. This service is invoked each time an employee record change creates an EmployeeExport record. Infor Talent Management needs to be configured to create the Legacy Personnel BOD. After each change to the employee, a new BOD is created and published. Use this procedure to configure the Create Legacy Personnel BOD service.

Note: There are two methods for creating Business Object Documents with Infor Global HR:

- Legacy BODs provide rudimentary static integration files for only Personnel and Source System Journal Entry. Legacy BODs are described in this section.
- Business Object Documents provide configurable and maintainable integration files to any outside application.

Verifying ION Connector configuration properties for Legacy BODs

Configuring ION Connector is required for processing Legacy business object documents.

- 1 Navigate to the **Process Server Administrator** and open **System Configuration**.
- 2 Open the your default configuration. This is most likely named `main`.
- 3 Select the **Properties** tab.
- 4 Create or verify the following properties:

ION_Connector_LocalFileLocation

The location to which the xml file is saved on the local drive. If this field is populated, the Legacy BOD is not published via the ION Outbox, but rather is saved to a local file. This is most often used in testing.

ION_Connector_logicalID, ION_Connector_releaseID, ION_Connector_tenantID, ION_Connector_versionID,

These required fields are set up by the system administrator and are used in the Legacy Personnel BOD schema.

Defining cross reference values for the Legacy Personnel BOD

The cross reference mappings must be created for the Legacy Personnel BOD.

- 1 Navigate to **Process Server Administrator > Configuration > Cross Reference**.
- 2 Search for the codes where Destination=Personnel.
- 3 For each of the codes, define the corresponding Infor Talent Management and Personnel values as needed to create the Legacy Personnel BOD. For example, for the ExemptFromOvertime code, define the corresponding values for the ExemptFromOvertime field in Infor Talent Management and the Exempt field in the Legacy Personnel BOD.

Enabling the ION Legacy Personnel BOD

Follow these steps to enable the Legacy Personnel BOD.

- 1 Navigate to **Administrator > Utilities > Interfaces > Setup**.
- 2 Select the organization for which you want to create the Legacy Personnel BOD.

Note:

Only those organizations with Interface Type=Trigger are able to create a Personnel Legacy BOD.

- 3 Change the Create Personnel BOD value to **Yes**.
- 4 On the File Selection tab, enable the **Legacy Personnel BOD** check box.
- 5 Click **Save**.

Using the Create Employee Personnel BOD action

The Create Employee Personnel BOD action is used to initially load the Legacy Personnel BOD employee records into the interface export files. The action is run for the organization and eligibility group you select. The eligibility group is an employee group defined for the subject HCMGroupEmployeePersonnelBOD. This action will create an employee export record in the state of "Processed," and includes the following message: "This Export Record Created For BOD Processing." These records will not be processed by the standard Infor Talent Management interface programs.

To load the initial employee export data:

- Navigate to **Administrator > Utilities > Business Object Document > Legacy BODs > Create Employee Personnel BOD**.
- Select the Organization and Eligibility Group for which you want to load the employee records.
- Click **OK** or schedule the action to run at a specified time.

Chapter 2: Using the File Creation Utility for interfaces

The File Creation Utility provides a method to customize a flat file for an integration or export, and send that file through Infor Process Automation.

This tool can be used for delivered interfaces (by using delivered mapping data) or customers can create their own files or customize delivered mappings. A process flow can be linked to the file and data transformation mappings can be applied to any field in the file.

Files can be created from applicable tables and export records.

These application tables can be used to generate files:

- Employee
- Employee Allowance Payout
- Employee Benefit
- Employee Compensation Program Payout
- Employee Equity Grant
- Employee One Time Deduction
- Employee Rate Progression Lump Sum Payout
- Employee Special Incentive Payout
- Employee Transaction History
- Federal Prenote
- HR Organization Unit
- Job
- Participant Benefit
- Position
- Salary Planning Bonus Payout
- Salary Planning Lump Sum Payout
- Supervisor
- Symmetry Tax Form

These export files can be used to generate files:

- COBRA Occurrence Export
- Employee Balance Export
- Employee Benefit Export
- Employee Export
- Federal Health Export
- HR Organization Unit Export
- Job Export

- Participant Benefit Export
- Position Export
- Supervisor Export

To use the File Creation Utility to configure a flat-file interface, follow these steps:

- 1 Navigate to **Administrator > Utilities > Interface > File Creation**.
- 2 [Creating a File Creation Setup record](#) on page 25.
- 3 [Defining row mappings](#) on page 30.
- 4 [Defining column mappings](#) on page 37, including transformation mappings.

To use the File Creation Utility to generate, review, and process files for a Source file that is an application business class, follow these steps:

- 1 [Generating preview records](#) on page 40
- 2 [Generating and reviewing the file](#) on page 41
- 3 [Processing the flat file](#) on page 42

To use the File Creation Utility to generate files for a Source file that is an export business class, follow these steps:

- 1 [Reviewing the pending records](#) on page 42
- 2 [Processing the flat file](#) on page 42

Loading delivered content for file creation

Delivered content can be downloaded to provide standard templates and sample files used with the File Creation Utility, including standard interface formats and sample Infor Process Flows that can be modified.

The load process can update the existing delivered content.

If you have modified existing delivered content and do not want to overwrite the changes, see Delivered Content in the *Infor Global HR and Infor Talent Management Configuration Guide*.

- 1 Select **Administration > Utilities > Delivered Content > Mappings**.
- 2 Select the row of standard content to be loaded.
- 3 Click the **Load** button for each row of delivered content to be loaded.

Creating a File Creation Setup record

- 1 Navigate to **Administrator > Utilities > Interface > File Creation Utility > File Creation Setup**.
- 2 To create File Creation Setup record based on a copy of a delivered content sample or existing File Creation Setup record, select the sample or existing File Creation Setup to copy, including the row and column definitions. Then select **Copy Setup** from the **Actions** menu.

3 To create a new File Creation Setup record, click **Create**.

4 On the **Details** tab, specify this information:

Note: Some fields are only available to modify after the File Creation Setup record has been created.

Description

Specify a description for the File Creation Setup record. An auto-sequenced number is assigned to the record.

Active

Select this check box to enable the file to be generated.

If the file is based on export records (for example, EmployeeExport), export records will only be included in this setup once it is active.

Eligibility Group

Specify an **Eligibility Group**.

Note: Custom Groups used for the File Creation Utility must have a valid **Subject** attached to be available for selection. For example, HCMGroupFileCreationEmployee is the **Subject** valid for the eligibility group for employee and employee export.

Subjects are:

- HCMGroupFileCreationCOBRAOccurrence
- HCMGroupFileCreationEmployee
- HCMGroupFileCreationEmployeeBenefit
- HCMGroupFileCreationEmployeePaymentDeduction
- HCMGroupFileCreationHROrganizationUnit
- HCMGroupFileCreationJob
- HCMGroupFileCreationParticipantBenefit
- HCMGroupFileCreationPosition
- HCMGroupFileCreationSupervisor

Source File

Select the business class from which data will be retrieved. Select a Custom Group that filters records that match the criteria for that group.

- If the **Source File** is an Export business class, then records are automatically created as export records are created when the corresponding Export is set to Active.
- If the **Source File** is an application table business class, then a file is generated after preview records are generated and the Generate File process is run.

This is the top-level business class for the data; data related to the top level is also available.

Turn Off Record Auditing

Check this box to prevent audit messages that are displayed if at least one record in a row does not meet a condition.

When this check box is cleared, if a File Creation Setup record does not meet an extended row condition, this message is displayed: "At least one record did not meet extended conditions for row."

Send One Record Per Effective Date

Enable this check box to include only one record for each effective date. That record will include all changes for that date.

Note: This field is only available when an export business class is selected for **Source File**.

Include All Export Records

Enable this check box to include all records. This field is only used if the **Source File** is an application business class. Normally a change is only included in a File Creation Setup if a field changed that is specified in a column detail mapping. By enabling this field, all changes are included whether or not the changed field is part of the column mapping.

Do Not Include Deletes

Enable this check box to exclude delete records from generated files. By default, delete records are included in File Creation Setup records based on export business classes.

Note: To exclude delete records from all File Creation Setup records for an export business class, navigate to **Administrator > Utilities > Interfaces > File Creation Utility > Exclude Deletes From All Setups**.

Last Time Stamp

Enter the date and time stamp to include records that have changed after the Last Time Stamp. This field is only used if the **Source File** is an application business class. If **Include All Export Records** is not selected, only records that have changed after the Last Time Stamp will be included.

- 5 In the Payroll Provider section, specify these fields:

Country

Select the country that applies for the **Payroll Provider**. The list shows all **Payroll Providers** for the selected country.

Payroll Provider

Payroll Providers are assigned to Payment Schedules, which are assigned to employees from their work assignment.

- Specify a **Payroll Provider** to select only employees with that **Payroll Provider** to include for a **File Creation Setup**.
- Specify a **Payroll Provider** to enable the option to use the **Terminate In Old And Hire In New When Provider Changes** check box.

Include Non Primary Work Assignments

Enable this check box to include the primary and all non primary work assignments when determining if a preview record should be created.

Terminate In Old And Hire In New When Provider Changes

Enable this check box to create these records when an employee moves from one **Payroll Provider** to another:

- For the new **Payroll Provider**, a record is created with the **HRHire** action.
- For the old **Payroll Provider**, a record is created with the **HRTerminate** action and the effective date for the termination date. The effective date can be adjusted using the **Days To Subtract On Terminate** check box.

Days to Subtract On Terminate

Enable this check box to specify the number of days to subtract from the effective date when populating the termination date.

- 6 In the File Attributes section of the **Details** tab, specify these fields:

File Type

- **Separated** is the default and allows you to set **Field Separator**, **Include Separator At Beginning Of Row**, and **Field Delimiter**.
- **Fixed Length** allows you to set the **Begin Position** and **End Position** on the Column list of the **Mappings** tab to indicate the column positions on the row for the field. This allows files to be generated with fixed-length field positions and to define files that require multiple records on a single row.

Field Separator

When **File Type** is **Separated**, specify the character to separate the fields in each row.

Include Separator At Beginning Of Row

When **File Type** is **Separated**, check this box to include the specified **Field Separator** character before the first field of the row.

Field Delimiter

When **File Type** is **Separated**, specify the character(s) that delimit each field in a row.

File Segment Limit

- Select **No Limit** to create a single file with all records.
- Select **Number Of Records** to create multiple files. Specify the **Number Of Records Before New File** for the maximum number of records in each individual file.
The multiple files generated are linked on the **File Group** tab.
- Select **Number Of Megabytes** to create multiple files. Specify the **Number Of Megabytes Before New File** for the maximum file size in each individual file.
The multiple files generated are linked on the **File Group** tab.

Generation Behavior For No Output

- Select **Generate No File Record** and no file record is created if there is no output.
- Select **Generate File Record With No Document** to create a file that does not contain a document. This record contains a message for **No Records To Process** if there were zero preview records, or a message for **No Output Exists** if there was at least one record but nothing was written because row conditions were not met.
- Select **Generate File Record With Document** to create a file that contains a document. This record contains a message for **No Records To Process** if there were zero preview records, or a message for **No Output Exists** if there was at least one record but nothing was written because row conditions were not met. The document cannot be opened because it is blank, but is processed by any flows attached to the File Creation Setup.

File Name

Specify the name of the file to be created.

Optionally, to insert the time stamp anywhere in the file name, insert **{FileTimeStamp}** in the **File Name** field.

Append Timestamp to File Name

Select this check box to append the current time stamp to the end of the file name (before the file name extension) when the file is created (optional).

Time Stamp Format

Select the **Build Time Stamp Format** button to open the wizard. Select the time stamp components and click **OK** to populate the Java string into the **Time Stamp Format** field.

Or, manually enter the Java string for the time stamp format. For example:

`%1$tM%1$tD%1$tY%1$tH%1$tM` is the Java string for month, day, century, year, hours, minutes.

Flow To Process File

Select the process flow that initiates the process after the file is created.

A process flow called FileCreationSampleFlow is included in the Delivered Content as an example for creating a flow to process a file.

The flow must have a service definition. A sample service definition (named the same as the flow) is also included with the Delivered Content.

The service definition must accept these variables that identify which file the flow processes:

- HROrganization - String
- FileCreationSetup - Integer
- SystemTimeStamp - String
- SequenceNumber - Integer

File Header Text

Enter text to be included at the beginning of the file.

Automatically Send File To ION

Select this check box to send the file to ION when generated.

Instance Count

When **Automatically Send File To ION** is enabled, select the **Instance Count** method: **Record Count** or **Row Count**.

ION Document Name

Displays the ION Document name.

ION Document ID

When **Automatically Send File To ION** is enabled, specify what is sent as the Document ID to ION. If blank, then the File Name will be sent as the Document ID. Use the variable {FileName} to include the File Name within the field.

ION Source

When **Automatically Send File To ION** is enabled, specify what is sent as the Source to ION. If blank, then the File Name will be sent as the ION Source. Use the variable {FileName} to include the File Name within the field.

- 7 Click **Save**.
- 8 Continue with [Defining row mappings](#) on page 30.

Defining row mappings

Define the data to be selected for each row on the **Mappings** tab. Each record can create multiple rows of data. It is not limited to one row per record.

Note: It is possible to link to a setup if it has the same export file as the setup that it is being linked to. Moreover, a row can be linked if it has no mappings defined and is not already linked.

- 1 After creating the **File Creation Setup** record, select the **Mappings** tab.
- 2 To create a blank row, click **Create**.
- 3 To create a new row based on a copy of an existing row, select **Copy** from the **Actions** menu. Select the sample or existing file to copy.
- 4 Specify this information for the **Row Detail** tab:

Mapping

Displays the description of the File Creation Setup record.

Description

Specify the name of the data row.

Row Order

Specify the numeric order in which the row should be processed.

Linked Setup

Select the setup to be linked from the list.

Note that it must be a setup with the same export file.

Linked Row

Select the row to be linked from the list.

Note that it cannot be a row that is already linked.

If the linked row has extended row mappings defined, those are included and a yellow alert displays on the row detail.

Header

Check this box to designate this row as a header row.

Trailer

Check this box to designate this row as a trailer row.

- 5 On the **Row Detail** tab, if there are conditions that apply to the row, complete the fields in the **Row Processing Conditions** section.

Note: A maximum of two conditions can be created.

For more complex conditions, use the **Configuration Console** to create a derived field that processes the conditions, and add that derived field to the row.

Conditions are useful for specifying if data is currently active, such as work assignments. See [Defining conditions for row mappings](#) on page 32.

Compare File

Choose **Export File** (Source File) to compare within the same file.

Data Type

Select the **Data Type** for the comparison data.

Field

Designate the field name to compare.

Operator

Select the comparison operator, for example, **Equal**.

Value

Specify the value to compare to.

And Or

Select **And** to require that both conditions are met. Select **Or** to allow either condition to be met.

6 On the **Row Detail** tab, select up to three **Include in Counts** options.

7 If the row contains a One To Many mapping, specify this information on the **One To Many** tab:

Business Class

Specify the business class that is the one-to-many from the master file that was selected for the File Creation Setup record. For example: Work Assignment, which has a one-to-many relationship on Employee.

Starting Value

In the One to Many Sequence Number section, select the **Starting Value** option, for example, Zero.

Do Not Reset

Select the **Do Not Reset** check box to use continuous numbering.

8 On the **One To Many** tab, if there are conditions that apply to the row, complete the fields in the **Data Selection Conditions** section.

Note: A maximum of two conditions can be created and either both conditions may be required (And operator) or either condition (Or operator).

For more complex conditions, use the **Configuration Console** to create a derived field that processes the conditions, and add that derived field to the row.

Conditions are useful for specifying if data is currently active, such as work assignments.

Data Type

Select the **Data Type** for the comparison data.

Field

Designate the field name to compare.

Operator

Select the comparison operator, for example, **Equal**.

Value

Specify the value to compare to.

9 If the row contains a One To Many mapping, and you want to use the extended row mapping feature to control the output, see [Defining extended row mappings](#) on page 36.

10 Repeat these steps for each additional row of the file.

11 Click **Save** to save the rows.

- 12 To add columns to the rows, select the check box for the row for which you want to add fields. The **Add Fields** button displays.
- 13 Click **Add Fields** to select fields for the columns to be included in this row.
- 14 Select each category for the fields, and select the check boxes for the fields you want.
- 15 Click **Save Columns** to save your field selections.
- 16 Continue with [Defining column mappings](#) on page 37.

Defining conditions for row mappings

Conditions control what is written to a file generated for a **File Creation Setup** record. These condition types can be used to define row mappings:

- **Row processing conditions** can be used on any row.
- **Data selection conditions** can be used on only one-to-many rows.
- **Extended row conditions** can be used on only one-to-many rows with extended mappings defined.

All condition types have these features:

- Each condition type allows one or two different conditions.
- If two conditions are defined and the And operator is selected, both conditions must be met.
- If two conditions are defined and the Or operator is selected, either condition can be met.
- Multiple condition types can be used together when they are available for the row.
- Some conditions are valid only for certain data types. For example, the **Contains** condition can be used only with Alpha or Text field types.
- If a condition is not met, a message is added to the **Message** field of the File Creation Setup record. Review the message field to identify which rows were skipped and the condition that caused them to be skipped.
- All conditions can use these comparison operators:
 - Contains
 - Does Not Contain
 - Entered
 - Equal
 - Greater Than
 - Greater Than Or Equal To
 - Less Than
 - Less Than Or Equal To
 - Not Entered
 - Not Equal

Row processing conditions

- Row processing conditions can be created for any row. Set them on the **Row Detail** tab.
- If row processing conditions are defined, then rows are written only if the condition is met.

- For extended rows, only the row that is extended can have row processing conditions defined. If the row that is extended is skipped because of these conditions, all of the rows extending that row are also skipped.
- These are the only conditions that can specify the **Compare File** option. There are two values:
 - **Export File** option is most commonly used. It indicates that the field you are comparing to exists on the main source file. This is the file selected in the **Source File** option on the **Details** tab of the **File Creation Setup**.
 - **File Creation Record** is a special-use option that indicates the field compared to is on the pending (or preview) record. The use for this is if the condition is based on the ActionTag field from the pending record.

Data selection conditions

- Data selection conditions can only be defined on a one to many row.
- Any field used in the condition must be on the one to many business class for that row or have a relation included with the field that exists on the business class.
- For extended rows, only the row being extended can have data selection conditions defined.
- If a record is skipped in a one to many mapping, it will also skip all rows that extend that row.
- If a data selection condition is defined, when processing the one to many records for the row records that do not meet the condition will be skipped. For example:
 - There are three work assignments for an employee. Two have a HROrganizationUnit of 1 and the third has a HROrganizationUnit of 2.
 - A File Creation Setup record has a one to many row defined for business class Work Assignment.
 - A data selection condition is added saying HROrganizationUnit must equal 1.
 - When the generate file is run, when processing the employee, the first two work assignments are written, but the third is not written. This is because the third one has a HROrganizationUnit of 2, which does not meet the condition defined.

Extended row conditions

- Extended row conditions can be defined only for one to many rows that are also extended rows or a row that is extended by other rows.
- Extended rows are a set of rows that are linked together so that they are processed as one as each one to many record is processed. In other words, as you process each one to many record as part of a one to many row, it will also go through any other row that extends the one being processed.
- Extended row conditions can be used to control which of these rows are actually output to the file. Each extended row, and the row being extended, can have these conditions defined. Because of these conditions, all rows, only some, or no rows could be output if none of the conditions are met.

Note: See [Defining extended row mappings](#) on page 36.

Example 1: Using row processing conditions

For this example, the row is based on employee and defined using a comma as a separator:

Employee Id	First Name	Last Name	Relationship Sta- tus	Birth Date
-------------	------------	-----------	--------------------------	------------

Define the row condition for that row:

Compare File	Data Type	Field	Compare	Compare to value
Export File	Alpha	RelationshipStatus	Equal	Employee

When the generate file is run, the following 3 records are pending records

1001	John	Doe	Employee	02151980
2031	Jane	Doe	Consultant	05031987
5153	Dave	Smith	Employee	12181993

With the condition defined above, the employee 1001 and 5153 will be included in the file because their relationship status is equal to Employee. However, employee 2031 will not be included in the file because their relationship status is equal to Consultant. So the file created would look like this:

```
1001, John, Doe, Employee, 02151980
5153, Dave, Smith, Employee, 12181993
```

Example 2: Using data selection conditions

For this example, the row is defined as a one to many for Work Assignment. This row uses the comma as the separator:

Employee Id	First Name	Last Name	Position	Organization Unit	PayRate
-------------	------------	-----------	----------	-------------------	---------

Define the row condition for that row:

Data Type	Field	Compare	Compare to value
Numeric	HROrganizationUnit	Equal	10

When the generate file is run, there are two pending records for two different employees. The first employee has 2 work assignments and the second one has one.

1001	John	Doe	ER Nurse	10	100,000
			Pediatric Nurse	11	95,000
2031	Jane	Doe	Pediatric Doctor	11	230,000

When processing the work assignments for the above records, because of the data selection condition only the records where HROrganizationUnit is equal to 10 are selected. So in the above data, this means only the first work assignment is selected for employee 1001 and no work assignments are

selected for employee 2031. So the file generated would look like this. Notice that there is no output for employee 2031 as they had no work assignments that met the criteria

```
1001,John,Doe,ER Nurse,10,100000
```

Example 3: Using extended row conditions

For this example, three rows are defined for a setup. The first row is a one to many row based on WorkAssignment, and the other two are extended rows that extend the first one. Notice that the only difference between row 2 and row 3 is row 2 has PayRate in column 3 and row 3 has TotalPayRate. The row is based on employee and defined using a comma as a separator:

Row 1	Employee Id	First Name	Last Name	Position	Location
Row 2 (extends 1)	PayRateType	PayFrequency	PayRate	Currency	
Row 3 (extends 2)	PayRateType	PayFrequency	TotalPayRate	Currency	

For extended row conditions:

- Row 1 does not have a condition so it will output for every record
- Row 2 has the following condition:

Data Type	Field	Compare	Compare to value
Alpha	Location	Not Equal	CORPHQ

- Row 3 has the following condition. Note that this is a mutually exclusive condition to row 2.

Data Type	Field	Compare	Compare to value
Alpha	Location	Equal	CORPHQ

When the generate file is run, these records are processed:

Employee Id	First Name	Last Name	Position	Location	PayRate Type	Pay Frequency	Pay Rate	Total Pay Rate	Currency
1001	John	Doe	ER Nurse	CORPHQ	2	3	100,000	110,000	USD
			Pediatric Nurse	CORPHQ	2	3	95,000	101,000	USD
2031	Jane	Doe	Pediatric Doctor	STPAUL	2	3	230,000	255,000	USD
5153	Dave	Smith	Director	STPAUL	2	4	125,000	150,000	USD

The generate file creates this output:

```
1001, John, Doe, ER Nurse, CORPHQ
2, 3, 110000, USD
1001, John, Doe, Pediatric Nurse, CORPHQ
2, 3, 101000, USD
2031, Jane, Doe, Pediatric Doctor, STPAUL
2, 3, 230000, USD
5153, Dave, Smith, Director, STPAUL
2, 4, 125000, USD
```

Note:

Where Location is CORPHQ, the TotalPayRate row is output.

Where Location is NOT CORPHQ, the PayRate row is output.

Notice that any WorkAssignment for CORPHQ outputs the row that include TotalPayRate and any row that is for a different location outputs the row that includes PayRate.

Defining extended row mappings

When a row contains a one-to-many mapping, that row output can be extended or grouped to list multiple rows before generating output for the next one-to-many record.

Extended rows inherit parameters from the primary row.

Linked rows that extended are included in the mapping. When a linked row is extended, a yellow indicator displays to indicate the link rows will inherit the extended mappings.

Once you have created extended rows, the **Extended Row Conditions** are available on the main (base) row **Row Detail** tab.

Note: You can only extend the first one-to-many row. You cannot extend a one-to-many row multiple times.

For a row that has **One To Many** enabled, follow these steps to extend the row output:

- 1 After creating the File Creation Setup record, select the **One to Many** tab.
- 2 Select the row to be extended.
- 3 Click the **Create Extended Row** action.
- 4 Specify the **Description** for the extended mapping.
- 5 Specify the **Row Order**.
- 6 Optionally, specify the **Record Count**.
- 7 Optionally, enable the **Only Write Row If Mapped Field Changed** check box.
- 8 Specify up to two conditions that determine if the extended rows are displayed.

Compare File

Optionally, select one of these options:

- **Export File** option is the most commonly used and indicates that the field you are comparing to exists on the main source file. This is the file selected in the Source File option on the Details tab of the File Creation Setup.
- **File Creation Record** is a special-use option that indicates the field compared to is on the pending (or preview) record. The use for this is if the condition is based on the ActionTag field from the pending record.

Data Type

Select the **Data Type** for the comparison data.

Field

Designate the field name to compare.

Operator

Select the comparison operator, for example, **Equal**.

Value

Specify the value to compare to.

- 9 If you have entered two conditions, select the **And** operator to require that both conditions are met or select the **Or** operator to require either condition is met.
- 10 Click **OK**.
When a row has been extended, a column on the row detail indicates which number row is referenced.

Defining column mappings

After row mappings have been defined, the column mappings must be defined for each row. Data transformations can be defined for column mappings. Column positions can be defined for files that require multiple records on a single row.

- 1 After creating the File Creation Setup record and the Row Detail information, select the row for which you want to define column detail.
- 2 From the Column Detail section, select the column to define and specify this information:

Column Order

Specify the numeric order of the column in the row.

Field Name

Displays the Field Name added from the row mappings.

Description

Specify the description for the field (optional).

Data Type

Specify the type of field (for example: Alpha, Numeric).

Begin Position and End Position

When **File Type** is **Fixed Length** on the **File Creation Setup** tab, specify the beginning and ending column positions on the row for the field to specify multiple records on a single row.

- **Begin Position** is the character number within the row where the field begins.
- **End Position** is the character number within the row where the field ends.
- Length field is calculated as **End Position – Begin Position + 1**.

Reset Column Positions

Check this box to reset the column positions.

Length

If the File Creation Setup record **File Type** is Separated, specify the number of characters to display for the column. **Length** is required only for **Data Types** of Alpha if **Truncate Data** is selected.

Note: **Length** is calculated and cannot be specified when File Creation Setup **File Type** is Fixed Length.

Java Format

Specify the Java format string codes to format the column data.

Note: Information for Java format can be found at:

<http://docs.oracle.com/javase/7/docs/api/java/util/Formatter.html>

Input Option

Select the type of input:

- **Field Required** indicates if data is from a field and is designated as required.
- **Field Optional** indicates if data is from a field but is not designated as required.
- **Literal** indicates a literal value is written to the column.
- **Blank** indicates the column is blank.

Comments

Specify comments for the column (optional).

- 3 Specify this information in the Source Value section:

Source Business Class

Select a one-to-one option or the main business class.

Source Relation

Specify if the field is retrieved using a user-defined relation from the main business class.

Source Fields

Specify the field that should be written to the column.

Field Is On One To Many Business Class

If this row is based on a one-to-many business class, this check box identifies that the field listed in Source Fields is on that business class.

Use Current System Date

If the **Date Type** is **Date**, populates the current system date in the column.

Use Current System Time

If the **Date Type** is **Time**, populates the current system time in the column.

Show Alpha Default Field

If a default value is needed that is not a valid date, check this option to use an alpha value as the default instead of a date value.

Default / Literal Value

If the **Input Option** is **Literal**, enter the value to populate the column.

If the column is a field, a default can be entered to use if the field has no value.

Truncate To Length

If **Data Type** is Alpha, specify the length to truncate the field value.

File Name

Enable this check box to output the file name in this column. The output includes any calculated timestamp that is included in the file name.

Convert To Upper Case

If **Data Type** is Alpha, specify to convert the output to uppercase.

Substring Start / End

If **Data Type** is Alpha, specify the starting and ending column numbers for the substring to be extracted for output. The column output includes only the characters starting at the start position and ending at the end position.

One To Many Sequence Number

If **Data Type** is Numeric, and the row is a one-to-many business class, select this check box to populate the sequence number in the row.

There is a setting on the Row mapping that identifies if the sequence should start from 0 or 1.

Example: If the business class is WorkAssignment and there are two work assignments for the employee, the first work assignment row would have 0 or 1, and the next one would have 1 or 2.

Record Count 1, 2, or 3

Populates the selected record count in the column.

- 4 Optionally, to map transformations that link Infor Global HR data to a different value, select the **Data Mapping** tab.

- 5 Specify this information:

Order

Specify the order for mappings using the **Contains** comparison to determines the order in which they are processed.

Compare Type

Select the **Compare Type** for the column.

Note: Do not select **Contains** for a default mapping.

Default Mapping

Enable this check box to specify a value if no other valid data mapping is found. When this option is enabled, the **From Value** must be blank and the **To Value** must be specified.

From Value

Specify the value from Infor Global HR.

Note: For **Default Mapping**, leave **From Value** blank.

To Value

Specify the value to populate in the file. If **Default Mapping** is enabled, the **To Value** is automatically used when no valid data mapping is found for the column. Only one default mapping can be specified for a column.

Description

Optionally, enter a description for the mapping. The description only shows on the data mapping list.

- 6 Click **Save**.
- 7 To create a new column based on a copy of an existing column, select **Copy** from the **Actions** menu. Select the existing column to copy into a column in the same row or copy the column to a different row. If the File Creation Setup record **File Type** is Fixed Length, this action automatically sets **Begin Position** and **End Position** based on length of the copied column.
- 8 To reset column positions for a new column, select **Reset Column Positions** from the **Actions** menu. This action sets:
 - The **Begin Position** of mapping of the first column order to 1
 - The **End Position** of mapping of each column to **Begin Position** + Length – 1
 - The **Begin Position** of mapping of next column to the **End Position** of the previous column + 1
- 9 To change the column order, select **Change Column Order** from the **Actions** menu. This action resets column positions by default. There is an option for **Fixed Length** file types to **Keep Column Positions**.

Generating preview records

The Generate Preview Records action creates records for application business classes. Preview records can be reviewed and a file created by a manual or optional automatic process.

- When **Last Time Stamp** is selected on the **File Creation Setup**, the **Generate Preview Records** action uses the last time stamp to select records to preview.
- When **All Records** is selected on the **File Creation Setup**, the **Generate Preview Records** action selects all records with changes to preview.

Note: When the **Source File** is an Export business class, the Generate Preview Records process is not used. Records are created automatically. See [Reviewing the pending records](#) on page 42.

- 1 Navigate to **Administrator > Utilities > Interface > File Creation Utility > File Creation Setup**.
- 2 Select an existing setup file.
- 3 Select the **Detail** tab.
- 4 Click the **Generate Preview Records** button.
- 5 Optional. Check the box **Generate File After Creating Preview Records**.

- 6 Click **OK** to generate the preview records immediately or click **Schedule** to generate records at a later time.
- 7 If you did not select **Generate File After Creating Preview Records**, go to [Generating and reviewing the file](#) on page 41.

Generating and reviewing the file

The **Generate File** action creates a file based on the mappings defined and will include all records currently pending. The file will be created under the **Files** tab and is stamped with the timestamp from the generate file action. Once the file is created, if a process flow was defined in the setup, it will be initiated to process the file.

- 1 Navigate to **Administrator > Utilities > Interface > File Creation Utility**.
- 2 Select the **Pending Records** or **All Records** tab.
- 3 Click the **Generate File** button.
Note: Once the file is created, if a process flow was defined in the setup, that flow is initiated to process the file.
- 4 To review the list of all files that have been created for the file setup selected, select the **Files** tab.
- 5 Select a specific file, and select the **Details** tab to review the time stamp, title, and file that was created. Open the file to review the contents.
- 6 Select the **Records** tab to review all the records in the file.

Regenerating a file

The **Regenerate** action is used when records need to be reprocessed, often because there was a mapping error. The file can be regenerated without resetting the records to **Not Processed**. The Regenerate action creates a new file based on the selected generated file under the **Files** tab and has the timestamp from the Regenerate file action. Once the file is regenerated, if a process flow or ION process was assigned in the setup, it can be initiated to process the new file.

When a file with segments is regenerated, the regenerated file is created with the same segments. All files in the file group regenerate when you regenerate one of the files. The regenerated files are linked and part of a new file group. See **File Segment Limit** in [Creating a File Creation Setup record](#) on page 25.

Note: The originally generated file cannot be regenerated again.

- 1 Navigate to **Administrator > Utilities > Interface > File Creation Utility**.
- 2 To review the list of all files that have been created for the file setup selected, select the **Files** tab.
- 3 Select a specific file to be regenerated, and select the **Regenerate** action button.
- 4 If the **File Creation Setup** is configured to process a flow or send the file to ION, select the check box to initiate the activity if desired:

- Process Regenerated File With Process Flow
 - Send Regenerated File To ION
- 5 Click **OK** to the confirmation message.
- Note that only the records from the previous run are included. Any new records that are in a **Not Processed** status are not included.
- Once the regenerate action has finished, the new file is available in the files list.
- 6 To review the new file, open the original file and click the link under **File Has Been Regenerated** heading.

Reviewing the pending records

You can review the records that will be processed next time the **Generate File** process is performed.

- For Export (interface) business classes, once the File Creation Setup record is active, records will be added to the pending records tab as database changes are made.
- For application business classes, records that have changed since the **Last Time Stamp** are displayed after the **Generate Preview Records** action is run. That action uses the last time stamp to generate records, unless the **All Records** is set up. In that case, all records are generated. See [Generating preview records](#) on page 40.

Follow these steps to review records that have the status of **Not Processed**.

- 1 After creating the main file and verifying it is set to active, navigate to **Administrator > Utilities > Interface > File Creation Utility**.
- 2 Select the **Preview Records** tab.
- 3 Click the **Preview** button to show the selected record based on the current mappings.
- 4 Click the **View Export Record** button for Export business classes to go to the export record.
- 5 Click the **Refresh** button to update the pending records.
- 6 Click the **Search** button to filter records.
- 7 To review all records with statuses of Not Processed and Processed, select the **All Records** tab.

Processing the flat file

Follow these steps to process a flat file generated by the File Creation Utility to an Infor Process Automation (IPA) flow.

For information about IPA, see *Infor Process Automation Administration Guide*.

- 1 Using the **Delivered Content** menu, download the sample service definition for the File Creation Utility. See the *Infor Talent Management Configuration Guide* for information.
- 2 Select **Process Server Administrator > Configuration > Service Definitions**.
- 3 Open the File Creation Utility sample service definition.

- 4 Change the service name and description.
- 5 Assign these required values under Variables:
 - HROrganization - String
 - FileCreationSetup - Integer
 - SystemTimeStamp - String
 - SequenceNumber - Integer
- 6 Create or attach the process definition under Processes.
- 7 Click **Save**.

Purging File Creation Setup records or files

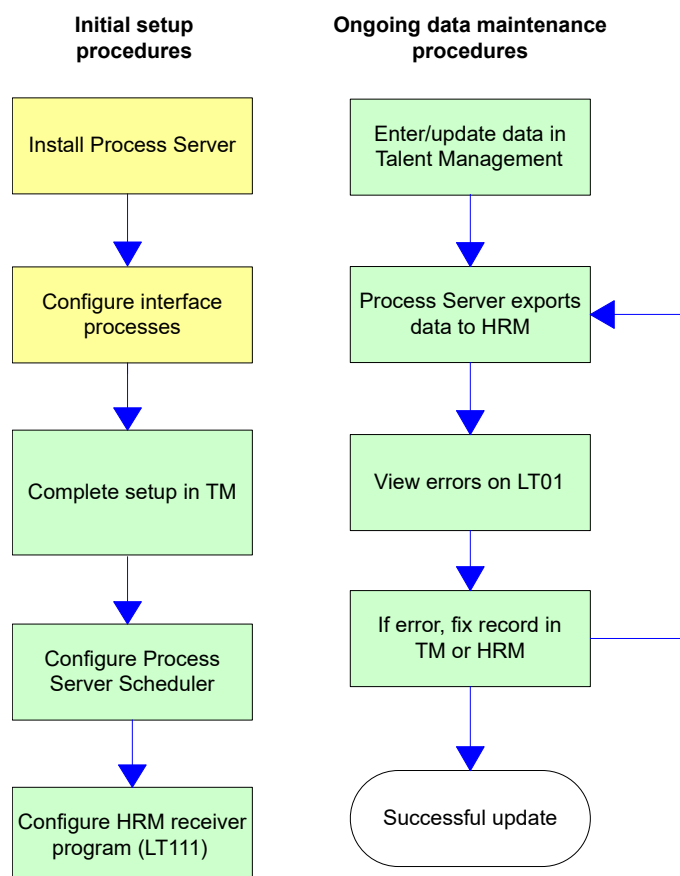
Use this procedure to permanently delete File Creation Setup records and files generated from the File Creation Utility.

- Records are created for every Create or Update action in the source file. Review records on the **All Records** tab of the **File Creation Setup** page.
 - Files are created when records are processed using the Generate File or Regenerate File action. Review files in the **Files** tab of the **File Creation Setup** page.
- 1 Navigate to **Administrator > Utilities > Interface > File Creation Utility > File Creation Setup**.
 - 2 From the **All Actions** menu, select **Purge File Creation Record Or File**.
 - 3 Select a specific **File Creation Setup** record or enable the **All File Creation Setup** check box for all File Creation Setup records.
 - 4 Select one or both of these options:
 - Purge Record**
Enable this check box to purge the selected File Creation Setup record or records.
 - Purge File**
Enable this check box to purge the File Creation Utility files.
 - 5 Optionally, select one of these date options:
 - In the field **Purge Records or Files Older Than**, specify a specific date to purge records or files.
 - In the field **Or From Current Date, Purge Records or Files Older Than**, specify the **Unit Type** and the number of days, months, or years in the **Unit** field.

Chapter 3: Interfacing data to Infor HR Management

Use the information in this section to set up an interface to Infor HR Management. Infor HR Management has a specific set of receiving files that are designed to import data from Infor Global HR and Infor Talent Management.

This graphic illustrates the initial setup and ongoing tasks required for interfacing data from Infor Global HR and Infor Talent Management to Infor HR Management. There are additional steps listed in this diagram that are not included in the generic interface.



Infor Process Server processes for Infor HR Management interface

Infor Process Server processes are used to interface data from Infor Global HR and Infor Talent Management into Infor HR Management. These processes are written specifically for use with Infor HR Management.

Employee interface

The employee interface exports employee data such as resource Name, Address, Identification Number, dates of employment, Relationship to Organization, and Primary Work Assignment, among other data. There are two versions of the employee export flow:

- HRMEmployeeExport.lpd is the default flow for the employee interface that applies to an environment that is not running with the Infor HR Management CTP associated with ticket JT-1014190.
- HRMEmployeeExport10.lpd is flow for the employee interface that applies to an environment that is running Infor HR Management CTP associated with ticket JT-1014190 (release Infor Global HR version 11.0.1 CU9 or higher, or 11.0.0 CU27 or higher).

Dependent interface

The dependent interface (HRMDependentExport.lpd) exports data about an employee's dependents. Unlike the other interfaces that send data through a receiving file in Infor HR Management, the dependent interface sends data directly to **Dependent (HR13)**.

Job interface

The job interface (HRMJobExport.lpd) exports job data, such as Job Code, Company, and Description, among other data.

Note:

Field size differences between the Infor Global HR and Infor Talent Management and Infor HR Management fields may cause job codes to be truncated when they are interfaced into Infor HR Management.

Life event interface

The life event interface (HRMLifeEventExport.lpd) exports data related to an employee's life events, such as a marriage, the addition of a dependent, or a change in a spouse's employment status. Once the information is interfaced to Infor HR Management, the employee can make any necessary benefits updates.

Note:

The life event interface does not interface data to Infor HR Management in the same way as the rest of the interfaces. This interface adds data to HR13 and ES10 directly rather than through the interface batch program. This interface also populates the life event data files as the information is entered, rather than retrieving the information from the audit log.

Position interface

The position interface (HRMPositionExport.lpd) exports position data, such as Position, Company, and Description, among other data. Positions are assigned to resource work assignments and requisitions.

Note:

Fields size differences between Infor Global HR and Infor Talent Management and Infor HR Management may cause position codes to be truncated when they are interfaced to Infor HR Management.

Supervisor interface

The supervisor interface (HRMSupervisorExport.lpd) exports supervisor data, including Supervisor, Description, Company, Employee, and Reports to Supervisor, among other data.

Note:

Fields size differences between Infor Global HR and Infor Talent Management and Infor HR Management may cause supervisor codes to be truncated when they are interfaced to Infor HR Management.

Absence Employee Balances interfaces

These employee balance interfaces are available from Absence Management. You must select one interface method as they are mutually exclusive.

- The Absence Employee Balances interface (HRMAbsenceBalanceCSVExport.lpd) exports absence plan balance information to LT531 in Infor HR Management. PR160 prints this balance information in the PMTOUT > ABSM record. This interface creates a CSV file to FTP to Infor HR Management. This is the recommended interface for efficiency.
- The Absence Employee Balances Interface (HRMAbsenceBalanceExport.lpd) exports absence plan balance information to LT31.1 in Infor HR Management. PR160 has the capability to print this balance information in the PMTOUT > ABSM record.

Compensation interfaces

The following interfaces also export data from Infor Global HR and Infor Talent Management to Infor HR Management, but they do so through a .csv file that is uploaded to Infor HR Management rather than through the data holding file method.

Employee Special Incentive Payout Interface

The employee special incentive payout interface (LTMS3_ESIPayout) interfaces information about special incentive payouts.

Employee Comp Program Payout Interface

The employee compensation program payout interface (LTMS3_ECPPayout) interfaces information about compensation program payouts.

Employee Rate Progression Lump Sum Payout Interface

The employee rate progression lump sum payout interface (LTMS3_ERPLSPayout) interfaces information about rate progression lump sum payouts.

Salary Planning Bonus Payout Interface

The salary planning bonus payout interface (LTMS3_SPBPayout) interfaces information about salary planning bonus payouts.

Salary Planning Lump Sum Payout

The salary planning lump sum payout interface (LTMS3_SPLSPayout) interfaces information about salary planning lump sum payouts.

Employee Allowances Interface

The employee allowances interface (LTMS3_EALPayout) interfaces information about employee allowances.

General ledger and activity interface processes

When interfacing data to Infor HR Management, there are additional processes that can be used to send general ledger and activity data to the General Ledger and Project Accounting applications:

- HRMCurrencyTableImport
- HRMCurrencyImport
- HRMChartOfAccountsImport
- HRMChartAccountImport

- HRMGLCompanyImport
- HRMAccountingUnitImport
- HRMGLAccountImport
- HRMAcctCatStructureImport
- HRMActivityGrpImport
- HRMActivityImport
- HRMAcctCategoryImport
- HRMSummaryAcctCatImport
- HRMDetailAcctCatImport

Update LTM_EnterpriseGroup configuration property

If you are using the general ledger and activity process to interface data to Infor Global HR and Infor HR Management, you must modify the LTM_EnterpriseGroup configuration property in Infor Global HR and Infor Talent Management during the interface setup. See [Modifying configuration properties for Infor Global HR and Talent Management](#) on page 50 for more information.

Removing fields from the interface

If you want to remove one or more fields from the Infor Global HR and Infor Talent Management interface, the import processes can be modified so that those fields are not included in the interface. This kind of modification requires in-depth knowledge of Infor Process Designer and the interface processes, and is considered a non-standard product customization.

Prerequisites and setup

Before implementing the interface, you must decide how often to interface data from Infor Global HR and Infor Talent Management to Infor HR Management (for example, once per hour, once per day) and configure Infor Process Scheduler to run on their interface schedule. You must also complete setup procedures in their Infor HR Management applications, including ensuring that certain codes are the same in each application, and installing and configuring the Infor HR Management receiver files.

Use the information and procedures in this chapter to complete these tasks and test your interface.

Note:

You must also set up the interface and map the appropriate codes. The procedures listed in this chapter must be completed in addition to those procedures if you are interfacing to Infor HR Management.

When defining the cross-reference codes, the following codes are required to interface data from Infor Global HR and Infor Talent Management to Infor HR Management. The interface will not function properly if these codes are removed.

- HROrganization
- EmployeeStatus

Note:

This code should have "LTM" as the Source and "HRM" as the Destination, and is used by the Candidate export process.

- Gender

Note:

You must create two cross reference codes for Gender--one with "LTM" as the Source and "HRM" as the Destination, and one with "HRM" as the Source and "LTM" as the Destination. The code that uses "LTM" as the Source is used by the Candidate export process, and should map the Gender value 1 (Withheld) to a blank in Infor HR Management.

- MaritalStatus (if you collect marital status data; otherwise leave blank)
- ProcessLevelDepartment

Designating a primary resource in a manager role

Use this procedure to specify the resource is the primary resource for a manager role in Infor HR Management. Although Infor Global HR and Infor Talent Management allows multiple resources to be assigned to a manager role, Infor HR Management requires that there be only one. Therefore, when interfacing data to Infor HR Management, you must designate a resource the primary resource in that role.

Note:

If you don't specify which resource is the primary resource, the interface will automatically designate the first resource it encounters (using employee identification number order) in a manager role as the primary resource.

To designate a primary resource:

- 1 Access **Administrator > Set Up > Structure > Managers**.
- 2 Select the **Roles** tab.
- 3 Open the Manager Role for which you are designating a primary resource.
- 4 On the **Resources In This Role** tab, select the **Primary Resource For HRMS** check box for the appropriate resource. This resource will be designated as the resource for the selected Manager Role in the Infor HR Management system.

Note:

If a resource's work assignment changes, and they are no longer assigned to the Manager Role, the system removes the primary designation. However, the system does not select a different resource as the primary resource. You will have to manually select another primary resource for the role.

Modifying configuration properties for Infor Global HR and Talent Management

If you are interfacing data from Infor Global HR and Infor Talent Management to Infor HR Management, use this procedure to update several properties in the interface processes. These fields must be modified before running the interface.

To update configuration properties:

- 1 Navigate to **Process Server Administrator > System Configuration**.
- 2 Open the your default configuration. This is most likely named `main`.
- 3 Select the **Properties** tab.
- 4 Create or verify the following properties:

Property	Description
LTM_EnterpriseGroup	<p>The organization from which you are interfacing data.</p> <p>Note:</p> <p>This value is only required for the general ledger and activity interface processes. It is not required for the other interface processes.</p>
LTM_FTPSourceDirectory	<p>The absolute path of the location from which special payment data is retrieved.</p> <p>Example (for UNIX)</p> <p><code>/tmp/</code></p> <p>Example (for Windows)</p> <p><code>C:\\Temp\\</code></p> <p>Note:</p> <p>This value is only required for the payout processes. It is not required for the other interface processes.</p>
LTM_FTPTargetDirectory	<p>The absolute path of the location where the .csv file will go. This is the location of the file that will contain the special payment data.</p> <p>Example (for UNIX)</p> <p><code>hcm2/apps/apps9/work/</code></p> <p>Example (for Windows)</p> <p><code>C:\\Temp\\</code></p> <p>Note:</p> <p>This value is only required for the payout processes. It is not required for the other interface processes.</p>

Property	Description
LTM_FTPToS3	Specify whether or not the compensation files should be uploaded via FTP to the external application server. The default is false, but this value should be true for compensation payout interfaces.
LTM_LifeEventFromEmail	The email address to which errors related to the HRMLifeEventExport process are sent.
LTM_HRMProline	The name of the Infor HR Management product line on the Infor HR Management server.
LTM_Organization	Name of the organization from which you are interfacing records. If you do not specify an organization, the interface will run for all organizations. If you have both a test organization and production organization, you can use this variable to specify which organization your are using.

- 5 Click **Save**.
- 6 If you are using the compensation payout interfaces, go to the **File Transfer** tab.
- 7 Click **New** and define the connection to the Infor HR Management server to which the compensation payout information should be transferred.

Host

Type the fully qualified domain name of the Infor HR Management server. Do not include `http://` or a port number in the host name.

User

Type the user name to use to log in to the server. This user must have write access to the server.

Password

Type the password associated with the user name.

Protocol

Select **Ftp**.

- 8 Click **Save**.
- 9 The job, position, and supervisor interfaces are configured to export a code's **Short Description** to Infor HR Management rather than auto-sequence key. In addition, the pay grade and pay step interfaces use the **Description** rather than the auto-sequence key. If you would like to export the auto-sequence key instead, change the value for the configuration property.

Note:

If you choose to interface the **Short Description** to Infor HR Management, be sure you use a naming convention that does not require case-sensitivity. Infor HR Management will import all **Short Description**

as uppercase, so it cannot differentiate between a description of, for example, "Abc123" and "abc123." Both would be imported as "ABC123."

Property	Description
InterfaceUseJobShortDescription	Specifies whether the job's Short Description should be interfaced as the job code. The default value is "true" (use Short Description). If you change the value to "false," auto-sequencing is used.
InterfaceUsePositionShortDescription	Specifies whether the position's Short Description should be interfaced as the position code. The default value is "true" (use Short Description). If you change the value to "false," auto-sequencing is used.
InterfaceUseSupervisorShortDescription	Specifies whether the supervisor's Short Description should be interfaced as the supervisor code. The default value is "true" (use Short Description). If you change the value to "false," auto-sequencing is used.
InterfaceUsePayGradeDescription	Specifies whether the pay grade's Description should be interfaced as the pay grade code. The default value is "true" (use Description). If you change the value to "false," auto-sequencing is used.
InterfaceUsePayStepDescription	Specifies whether the pay step's Description should be interfaced as the pay step code. The default value is "true" (use Description). If you change the value to "false," auto-sequencing is used.

Note:

The **Salary Grade** and **Step And Grade Structure Grade** codes are always exported using the **Short Description** rather than the auto-sequence key, not matter what value you enter for these properties. The Home Address and SupplementalAddress properties can be changed to specify which address should be used for an employee's Home and Supplemental address. These properties can have the same value if appropriate.

Property	Description
InterfaceHomeAddress	Specifies which address is the home address. The default value is "RESIDENTIAL."

Property	Description
InterfaceSupplementalAddress	Specifies which address is the supplemental address. The default for SupplementalAddress is "MAIL-ING."

Configuring the Absence Management interface

To create a configuration for creating interfaces from Absence Management to Infor HR Management:

- 1 In Process Server Administrator, open **System Configuration**.
- 2 Create a new configuration with the name **ABM**.
- 3 Click **Save**.
- 4 Enable the balances interface. Follow the instructions in the *Absence Management User Guide* in "Setting Up Rules > Balance Rules Enabling balances interface."

Updating Absence Management configuration properties

To configure the employee balances export interface properties:

- 1 In Process Server Administrator, open **System Configuration**.
- 2 Open the **ABM** configuration.
- 3 Go to the **Properties** tab.
- 4 For the Employee Balances LT531 interface, create or verify these properties:
Note: This is the recommended interface for improved performance. If you choose the LT531 interface, you cannot run the LT31 interface, as they are mutually exclusive.

Property	Description
BalanceExport_DestinationSystem	The destination system for the mapping cross reference. Example "HRM"
LT531_FTPSourceDir	Directory where the CSV file to be used by LT531 is created. In multi-tenant, this can be blank.
LT531_FTPTargetDir	Directory on the HRM server (or External FTP server) where LT531 will be looking for the CSV file.

Property	Description
LT531_FileName	File name for the CSV created by the GHR process flow file This will normally be LTBALCSV . Once exported, it is sent as LTBALCSV.
RunLT531	If set to "true", the flow will run the LT531 after moving the file to HRM. If used, a web run connection must be configured on the ABM configuration. The user that is used on that configuration needs to have access to HRM and to run the LT531 job. There needs to be a job for that user defined for LT531 called LT531GHR.
UseCSVInterface	Set to "true."

- 5 For the Employee Balances LT31 interface, create or verify this property.

Note: If you choose this interface (the LT31) interface, you cannot run the LT531 interface, as they are mutually exclusive. The LT531 interface is the recommended method for improved performance.

Property	Description
BalanceExport_DestinationSystem	The destination system for the mapping cross reference. Example "HRM"

Creating the file channel and receiver for employee balances export (LT531)

To export employee balances from Infor Global HR to Infor Human Resources Payroll, there needs to be a file channel and file receiver for the export process only for installations of multi-tenant Infor Global HR to single-tenant Infor Human Resources.

The file channel setup in Infor Global HR can be shared if you are using both the Absence Management and Benefits Management exports. Each module requires a separate file channel receiver.

The instructions for creating the file channel, receiver, and FTP configuration for Infor Human Resources to Infor Global HR are in the *Hybrid CloudSuite GHR HRM SFTP Configuration Guide*.

Note: You also must enable the balance interface for the balance rules. See "Enabling balances interface" in *Absence Management User Guide*.

Creating the employee balances export

After the Absence Management balance export to Infor Human Resources has been configured, the export file must be created.

- 1 Select **Administrator > Absence Management > Utilities > Create Balances Export**.
- 2 When the action to create export records has been completed, navigate to **Absence Management > Utilities > Interface > HRM Interface > Employee Balances > Errors**.
- 3 On the **Errors** tab, correct any errors.
- 4 From the **Not Processed** tab, run the **Create HRM Balance Load Export** action.

This action does the following:

- Adds a run number and date for all unprocessed export records. The export can then be rerun for a specific date/time combination.
- Initiates the HRMAbsenceBalanceCSVExport process flow. This flow creates a file that will be transferred by FTP to Infor Human Resources to the file specified in the **ABM** configuration for the LT531_FTPTargetDir directory. The file is named LTBALCSV on the Infor Human Resources side.
- Optionally, triggers the LT531 process to import the file generated above. The process flow file looks for a job named LT531GHR to import to Infor Human Resources using the user defined on the ABM configuration web run node. The LT531GHR job must be defined by that user within Infor Human Resources.

Or, the LT531 process must be manually run in Infor Human Resources to import the file. After successful importation, the records can be viewed in LT31 in the same manner that they could using the existing AGS interface.

- 5 From Infor Human Resources, PR160 can be run from Payroll to print the absence balances to the pay checks.
- 6 The file is deleted from the Infor Global HR server when the FTP has been completed.

Defining export service triggers

Use this procedure to define the triggers required for the interface export services. You must define the trigger first, and then add the variables that are defined for the services. Define one trigger for each of the interface service.

- 1 Navigate to **Process Server Administrator > Scheduling > By Service Definition**.
- 2 Click **New**.
- 3 Define the service trigger as follows:

Service Name

Select the service for which you are defining the trigger. For example, EmployeeExport.

Work Titles

Select a title for this trigger.

- 4 Click **Save**.

- 5 On the **Variables** tab, define the variables for the trigger. The variables required by the trigger are the same as those already defined for the service on **Process Server Administrator > Configuration > Service Definitions**.

Note:

All variables for all services must be defined with Variable Type = String.

Service	Variables
DependentExport	Dependent Employee HROrganization SystemTimeStamp
EmployeeExport	Employee HROrganization SystemTimeStamp
JobExport	HROrganization Job SystemTimeStamp
LifeEventExport	EffectDate Employee FamilyStatus HROrganization
PositionExport	HROrganization Position SystemTimeStamp
SupervisorExport	HROrganization Supervisor SystemTimeStamp
Absence Balance Export	AllRecords Employee HROrganization SequenceNumber TransactionDate

- 6 Click **Save**.
- 7 Repeat these steps for each of the interface services listed above.

Testing the interface processes

Use this procedure to test the processes you modified and uploaded for the Infor HR Management interface.

Before you begin the test, create an sample interface record in Infor Global HR and Infor Talent Management for each process you are testing.

- 1 Log into **Process Server Designer**.
- 2 Select **Flow > Download From Server**.
- 3 Choose a process you modified.
Example: HRMJobExport
- 4 Click **Run**.
- 5 In Run Parameters, enable **Run On Server**.
- 6 Verify that the process was successful:
 - a View the debug results in Process Server Designer.
 - b Confirm that interface records have an add complete message and a blank function code.
 - c Confirm that Infor HR Management records were successfully added.
- 7 Repeat the test procedure for each process you modified.
Infor Talent Management processes push the interface records to Infor HR Management based on the schedule created in Infor Process Automation. You must decide how often to interface data from the Infor Talent Management to Infor HR Management (for example, once per hour or once per day) and configure Infor Process Scheduler to run on your interface schedule. See *Infor Process Automation Administration Guide* .

Setting up the Infor HR Management receiver program

Use this procedure to set up the batch program that updates Infor HR Management with data from Infor Global HR and Infor Talent Management.

The receiver file required for the interface is included in a required Infor HR Management CTP. Be sure you have installed this CTP before continuing.

- 1 In Infor HR Management, access **HRM Receiver Update (LT111)**.
- 2 On the **Main** tab, select the interface program options.

Report Selection

Select the appropriate reporting option.

- 1 (All) will process in date/time order entry from Infor Global HR and Infor Talent Management by job code, supervisor code, position code, employee, and then applicant.
- 2 (Employee) will process in date/time order entry from Infor Global HR and Infor Talent Management by employee number.
- 3 (Position) will process in date/time order entry from Infor Talent Management by position code.

- 4 (Job Code) will process in date/time order entry from Infor Global HR and Infor Talent Management by job code.
- 5 (Supervisor) will process in date/time order entry from Infor Global HR and Infor Talent Management by supervisor code.

Note: Option 6 (Applicant) should only be selected if Infor HR Management (and not Infor Global HR and Infor Talent Management) is the system of record for employee data.

Current

Select 1 (Yes) to include records through the current system date. Select 2 (No) to use another time through which to include interface records. If you select 2, you must also enter a Through Date.

Through Date

If you selected 2 (No) in Current, enter the date through which you want to process records.

Update

Select 1 (Report Only) to create a report of the records that would be updated without actually updating the data. Select 2 (Update) to run the program and update the Infor HR Management database with the Infor Global HR and Infor Talent Management data.

Error Processing Option

Select the appropriate error processing option. Select 1 (Bypass Errors) to skip any interface records that have errors. These records are not imported. Select 2 (Include Errors) to import all records, including those that have errors. Select 3 (Delete Errors) to skip any interface records that have errors, and delete those records from the import files.

- 3 On the **Defaults** tab, select these options.

Update Benefits

Select 2 (Yes) to update Benefits with the information imported from Infor Global HR and Infor Talent Management. The default is 1 (No).

Update Absence Management

Select 2 (Yes) to update Absence Management with the information imported from Infor Global HR and Infor Talent Management. The default is 1 (No).

Update Required Deductions

Select 2 (Yes) to update an employees deductions with the information imported from Infor Global HR and Infor Talent Management. The default is 1 (No). If you select 2 (Yes), enter dates for Old Deduction End Date and the New Deduction Begin Date.

- 4 Use the remaining tabs to narrow the included transactions as needed. You can specify employee actions or numbers, position codes, job codes, or supervisor codes.

Note: The Applicant tab should only be used if Infor HR Management (and not Infor Global HR and Infor Talent Management) is the system of record for employee data.

- 5 Submit or schedule the batch job.

- 6 To view interface record errors, navigate to **HRM Receiver Error View (LT01)** to show records that were imported from Infor Talent Management but encountered errors when attempting to update Infor HR Management. You can filter the view by specific employee, applicant, position code, job code, or supervisor code, or select a transaction type (employee, position code, job code,

or supervisor code) to see all records with errors for the transaction type. LT11.x shows the entire interface record. LT22 can be used to view the specific fields that were changed on LT11.x.

Note: If you modify data directly on these forms, the data will no longer match the data in Infor Global HR and Infor Talent Management.

Adding compensation payout file location to job definition

Use this procedure to specify the location of the compensation payout data file on the Infor HR Management server. This location must be specified in the job definition on **Time Record Interface CSV (PR530)** each time the compensation payout interface is run. **Time Record Interface CSV (PR530)** creates time records in the Infor HR Management Payroll system. The system creates Batch status time records by reading a comma separated value (CSV) file created from a non-Global HR/Talent Management time record system.

Note: This procedure is required on if you are using the compensation payout interfaces.

- 1 In Infor HR Management, access **Time Record Interface CSV (PR530)**.
- 2 Define a job name in the **Job Name** field.
- 3 Select the run parameters. Use the following guidelines to enter field values:

Company

Select the Infor HR Management company for which you want to create time records through the interface program.

Batch Selection

If the Auto Batch Numbering field in the Company Payroll Information form tab of HR00.1 (Company) for the selected company is Yes, leave the **Batch** field blank to create a new batch.

If auto batch numbering is not indicated for the selected company, type a batch number. This number is used in selecting records from the interface file.

Batch Assignment

If the **Auto Batch Numbering** field in the Company Payroll Information form tab of HR00 (Company) for the selected company is No, select a batch number to assign to records that do not have a batch number.

Error Records

Select whether to update the actual time record file or to create a comma-separated value (CSV) error file.

If you select Update Time Records, records with errors will update the time record file. Time records must be fixed in PR35.1 (Time Entry) before batches can be released.

If you select Update Exception File, records with errors update the CSV error file. These records can be fixed in the error file and used for subsequent input.

- 4 Select the Add form action to add the job.
- 5 Transfer to the Job Definition form (jobdef).

- 6 Select the job you just added.
- 7 Click **Define** (F6) and select CSV file attributes.
- 8 Use the following guidelines to enter field values:

External Name

The Global HR/Talent Management server path/file name of the CSV file to be converted.

File Header

Set to On (if you have left the header row in the CSV file).

Xlt Header Names

Set to On (if you have left the header row in the CSV file).

Date Format

Format of dates to be converted in CSV file.

- 9 Press Enter twice to save the attributes.
- 10 Return to the program form and select the Submit form action to submit the job.

Mapping additional fields in Infor Global HR and Talent Management to Infor HR Management interface

If there are fields that are not currently being included in the Infor Global HR and Infor Talent Management to Infor HR Management interface, you can add them by mapping additional cross reference codes during the interface setup. For example, after adding a user field to either the Employee or WorkAssignment business class using the Configuration Console, you can add the field to the interface. Alternatively, if a standard field is not already included in the interface to Infor HR Management, you can add the standard field as well.

To add either a user or standard field to the interface, you must define values for the cross reference codes that map those Infor Talent Management fields to the correct corresponding field in Infor HR Management. The possible mapping combinations are:

- Infor Global HR and Infor Talent Management user field to Infor HR Management standard field
- Infor Global HR and Infor Talent Management standard field to Infor HR Management user field
- Infor Global HR and Infor Talent Management user field to Infor HR Management user field

The cross reference codes used to map Infor Global HR and Infor Talent Management fields to a Infor HR Management user field is called "UserField." The cross reference code used to map Infor Talent Management fields to a standard Infor HR Management field is called "StandardField."

Note: You can only create cross reference records to Infor HR Management standard fields for those fields that are listed on **HRM Employee Interface (LT11.1)** , **HRM Position Interface (LT11.2)**, **HRM Job Interface (LT11.3)**, or **HRM Supervisor Interface (LT11.4)** .

See [Adding cross references to Infor Global HR and Talent Management to Infor HR Management interface](#) on page 61 for more information on adding fields to the interface.

Considerations when adding fields to the interface

- If you specifically map an Infor Global HR and Infor Talent Management field to a standard Infor HR Management field, the mapped value will override the value that would normally be populated in the Infor HR Management field.
- When the interface processes run, records are created on **HRM User Field Interface (LT11.5)** for employees, or on **HRM Position User Field Interface (LT11.7)** for positions for any mappings created for the UserField cross reference codes. Records are created on the following forms for those mapping created for the StandardField cross reference code:
 - **HRM Employee Interface (LT11.1)**
 - **HRM Position Interface (LT11.2)**
 - **HRM Job Interface (LT11.3)**
 - **HRM Supervisor Interface (LT11.4)**

Adding cross references to Infor Global HR and Talent Management to Infor HR Management interface

Use this procedure to add a field to the Infor Global HR and Infor Talent Management to Infor HR Management interface. You can add either standard fields or user fields that are not already included in the interface to Infor HR Management. To add either a user or standard field to the interface, you must define values for the cross reference codes that map those Infor Global HR and Infor Talent Management fields to the correct corresponding field in Infor HR Management.

See [Mapping additional fields in Infor Global HR and Talent Management to Infor HR Management interface](#) on page 60 for more information.

To add cross reference codes for interface fields

- 1 Navigate to **Process Server Administrator > Configuration > Cross Reference**.
- 2 From the code list, select UserField or StandardField, depending on the type of Infor HR Management field to which the Infor Global HR and Infor Talent Management
 - Note:** UserField is only available for the Employee and Position interfaces. StandardField is available for the Employee (including WorkAssignment), Position, Job, and Supervisor interfaces. field is being mapped.
- 3 On the **Values** tab, click **New**.
- 4 Define the Infor Global HR and Infor Talent Management Values for the code.
 - field isIf you are defining values for the UserField code, fill in the following fields for the code:
 - Business Class**
Type the business class to which the user field was added (such as Employee).
 - Field**
Type the name of the Infor Global HR and Infor Talent Management field being mapped to the Infor HR Management field.

WorkAssignment

This field is not intended for general use. Do not use this field unless directed to by Infor Support.

FieldNumber

Type the last two digits of the Infor HR Management user field number to which the Infor Global HR and Infor Talent Management field is being mapped, such as "28" for user field 2028.

Is Date

If the destination field in Infor HR Management is a date field, type "true" in this field. If it is not a date field, type "false."

Is Currency

If the destination user field in Infor HR Management is a currency field, type "true" in this field. If it is not a currency field, type "false."

See [Mapping a currency user field](#) on page 63 below for more information.

- If you are defining values for the StandardField code, fill in the following fields for the code:

Business Class

Type the business class to which the user field was added (such as Employee).

Field (TM)

Type the name of the Infor Talent Management field being mapped to the Infor HR Management field.

Field (HRM)

Type the name of the field, such as "AUTO-TIME-REC." This is the field name on the corresponding LT11 form, such as **HRM Employee Interface (LT11.1)**.

- 5 If the cross-reference code for DeltaOverride does not exist, follow these steps. DeltaOverride functions to flag derived fields as changed fields and transferred in the interface.

- a Enter these fields:

Source

LTM

Destination

HRM

Do Not Require Unique Destination Value

Enable this field.

Source Fields

BusinessClass, AlphaUpper, 50
Field, AlphaUpper, 50, enable Return check box

Destination Fields

BusinessClass, AlphaUpper, 50

Field, AlphaUpper, 50, enable Return check box

- b On the **Values** tab, create these values:
 - WorkAssignment > WorkAssignment
 - WorkAssignment > Employee
 - Employee > Employee
 - c Click **OK**.
- 6** Click **OK**.
- 7** The next time the interface processes are run, interface records will be created for these mappings. You can view these records in Infor HR Management on:
- **HRM Employee Interface (LT11.1)**
 - **HRM Position Interface (LT11.2)**
 - **HRM Job Interface (LT11.3)**
 - **HRM Supervisor Interface (LT11.4)**
 - **HRM User Field Interface (LT11.5)**
 - **HRM Position User Field Interface (LT11.7)**

Mapping a currency user field

To successfully map a currency user field in Infor Talent Management to a currency field in Infor HR Management (as indicated on **Numeric User Fields (HR04.5)**), the following requirements must be met:

- Use the Configuration Console to add the user field to both Employee and EmployeeExport business classes. The field must be named and defined in exactly the same way in both business classes.
- When adding the user field in Configuration Console, you use "CurrencyGroup" as the Named Type. This is because a currency is represented by two fields in the export record--a field indicating the type of currency (such as USD), and an amount field.
- When defining the cross reference code for the user field, set Is Currency to "true."

After the EmployeeExport process is complete, records are created on both **HRM Employee Interface (LT11.1)** and **HRM User Field Interface (LT11.5)**. Both records will have the same date and time stamp.

Configuring Employee Time Record Import

Employee time records can be imported into Infor Global HR from Infor HR Management using the EmployeeTimerecordimport process.

The Infor HR Management PR930/PR931 process generates a CSV file so the dbimport command can input data into Infor Global HR in a relatively short time. A file channel and receiver in Infor Global HR must first be created to monitor the remote system for the PR930 output. The process flow in Infor Global HR initiates the import and creates the EmployeeTimerecord records.

Creating the file channel for the Employee Time Record Import

Create the file channel for the Employee Time Record Import process from Infor HR Management into Infor Global HR if it does not already exist.

- 1 Access the Process Server Administrator.
- 2 Select **Administration > Channels Administrator > File Channels tab**.
For information, see "Configuring channels and receivers for use with "Infor Process Automation" in the *Infor Process Automation Administration Guide*.

- 3 Specify this information:

Channel Name

Assign a name to the channel. This can be anything you want it to be and can include numbers and special characters. Use a name that reflects the purpose of the channel

Description

Assign a description that provides some detail about what the channel is used for.

Is Enabled

By default, the channel is enabled meaning that it is available to be activated either automatically, when Infor Process Automation is started, or manually.

If a channel is disabled, none of its receivers can be activated.

File Channel Type

Select Remote to identify where the directory being monitored resides in relation to the server you are configuring.

Remote: The directory is located on a different machine than the one you are configuring.

For the Remote File Channel Type, select additional properties on the File Channel form:

- **Host:** The host name of the remote machine. If you do not specify a port in the host address, the system uses the default FTP port. Append ":port#" (colon character and the port number) to the address to configure a specific port number.
- **Protocol:** The type of connection you plan to use, FTP or SFTP.

If you select FTP, populate these fields:

- **User:** The user who will be logging into the remote machine.
- **Password:** The password for the user if necessary.

If you select SFTP, select Authentication Type:

- **User and Password:** Specify the user that will run the SFTP connection and, if needed, the user's password.
- **User and Privatekey:** If you select this option, specify the user ID that will run the SFTP connection.

Browse to the location where the private key is located. The private key file must be on the system that is running the Landmark user interface. If it is on a remote server, the server must be mapped to the system that is running the Landmark user interface.

Passphrase: If the private/public key pair requires a passphrase for the user running the connection, configure it here.

Note:

If you choose Local for File Channel Type, identify the directory is location on the machine you are configuring. Mapped drives are not supported.

Source File Directory

The directory to monitor for location of target files. It can be the same as the Infor HR Management directory for jobdef for the PR930 action output. Users can specify the name and file location.

File Match Case Sensitivity

Select Enforce Case if you want the channel to enforce case when selecting of files or Ignore Case if you want the channel to ignore case when selecting files.

Error File Directory

The local directory where files that are not processed successfully are moved. This must be on the local machine, the system running Infor Process Automation. Specify a fully qualified path.

In-Progress File Directory

In multi-tenant applications, leave this blank. Then select the check box for **Accept Empty Directory** to confirm the blank directory.

For on-premises applications, specify a fully qualified path for the local directory where files that processed successfully are moved. This must be on the local machine, the system running Infor Process Automation.

File Scan Interval Time in Minutes

The number of minutes between scans of the monitored directory for files to process.

- 4 Click Test Connection to verify the file channel connection is established.

Creating the file channel receiver for the Employee Time Record Import

Create the file receiver for the Employee Time Record Import from Infor HR Management into Infor Global HR. This file receiver specifies which process flow to initiate when a file matching the criteria is found.

- 1 Access the Process Server Administrator.
- 2 Select **Administration > Channels Administrator > File Channels tab**.
For information, see “Configuring channels and receivers for use with Infor Process Automation” in the *Infor Process Automation Administration Guide*.
- 3 Specify this information:
Channel Name
Specify the file channel name.

Receiver

Specify the file receiver name.

Description

Specify the file receiver description.

File Name

Specify the file name for which to monitor.

The default file name for PR930/PR931 is PRABSCSV. The default file name can be overridden in the jobdef action if necessary.

Use wildcard characters to identify matching files, for example, PRABS*.

See "Wild cards" in the *Infor Process Automation Administration Guide*.

Ignore Delete Errors

Select this check box to ignore any file deletion errors during the file scanning process.

The file channel deletes the file from the location being scanned once it processes the file. If the file channel does not have delete access to the server location being scanned, the file channel creates an error and stops. Some users may not give delete access to a third-party program; for example, they might choose to handle file deletions themselves after file has been processed or downloaded. In that case, use this check box to ignore the error and continue the channel processing.

Process

Specify HRMTimeRecordImport.

Data

Select the type of data that is provided to the workunit when a file is received.

- File Name: A single workunit is created and triggered. The file name only is included in the WorkunitInputData associated with the workunit.
- File Data: A single workunit is created and triggered. The data contained in the file is included in the WorkunitInputData associated with the workunit.
- File Line: A workunit is created and triggered for each line in the file, and the line content is included in the WorkunitInputData associated with the workunit.

Last Message Received Time

Display field. The time that the most recently received message occurred.

Startup Type

Determines when the receiver starts up.

- Automatic: The file transfer starts up automatically when the system starts.
- Manual: The file receiver does not start automatically when the system starts. The administrator must start it manually.
- Disable: The file receiver does not start automatically, nor can it be started manually.

Reviewing Employee Time Record Import records and errors

If a mapping error occurs in the Employee Time Record Import process from Infor HR Management to Infor Global HR, the records are moved to error status.

- 1 To view processed and error records, navigate to **Time Administrator > Interface > Import Records**.
- 2 To view errors:
 - For multi-tenant CloudSuite HCM environments, if there are errors in the dbimport process, those errors can be found in the work unit log.
 - For single-tenant CloudSuite HCM environments or on-premises applications, the errors are in the directory specified in the file channel setup. The errors are in a ZIP file prefixed with dbimportErr.

Configuring the Employee History Audit report

Use this procedure to configure the employee audit report between Infor Global HR to Infor HR Management. The Employee History Audit process imports data created by the Infor HR Management program LT213 into Infor Global HR. A set action runs to identify differences between the Infor HR Management and Infor Global HR data.

The Employee History Audit process performs checks that:

- Use standard field mappings for the data comparison.
- Use the HRM LT10 HRM Interface Data Items (LT10) configuration to determine which fields to compare.
- Identify records that exist in one system, but not in the other.
- Use an optional configuration to ignore case when comparing string fields.
- Create an output list that can be filtered by fields.
- Create record counts in an email for fields identified as critical.

Configuring LT213 in Infor Human Resources

To configure the LT213 Employee Position Export process in Infor Human Resources for the employee audit report:

- 1 Navigate to your Job Name for LT213.
- 2 Enter these parameters:

Parameter	Value
File Name	LT213CSV
Type	CSV
External Name	empaudit.tm

Parameter	Value
Usage	Input/Output
Time Separator	: (colon)
File Header	On
Xlt Header Names	On
Decimal Separator	. (period)
Thousands Separator	Leave blank.
Field Separator	Comma
Custom FldSep Char	Leave blank.
Quote Character	"(quotation mark)
Date Format	ccyyymmdd
Line Terminator	n1
Date Separator	Leave blank.
File Terminator	None

3 Click **Save**.

Configuring the Employee History Audit report in Infor Global HR

To configure the Employee History Audit report in Infor Global HR, follow these steps:

- [Creating the file channel for the Employee Audit in Infor Global HR](#) on page 68
- [Configuring the ignore case option](#) on page 69
- [Configuring email for the Employee History Audit report](#) on page 70
- [Identifying critical fields for the Employee History Audit report](#) on page 70

Creating the file channel for the Employee Audit in Infor Global HR

To create the file channel and file channel receiver for the employee audit report in Infor Global HR, follow these steps:

- 1 Navigate to **Process Server Administrator > Administration > Channels Administrator**.
- 2 Select the **Overview** tab.
- 3 Enter these parameters:

Parameter	Value
File Channel Type	Remote
Source File Directory	Directory on HRM where LT213 will be creating the empaudit.tm file.
File Match Case Sensitivity	Ignore Case
Error File Directory	For multi-tenant applications, enter Error. F For on-premise applications, enter the directory that the file channel should write the error file.
In-Progress File Directory	In multi-tenant applications, leave this blank. Then select the check box for Accept Empty Directory to confirm the blank directory.
File Scan Interval Time In Minutes	Enter how often the file channel should look for a file in HRM.
Host	The ftp host.
Protocol	Ftp or Sftp, determined by the type of ftp server.
User	User for the ftp server.
Password	Password for the ftp server.

- 4 Click **Save**.
- 5 Select the **File Channel Receivers** tab.
- 6 Define these values:

Parameter	Value
File Name	Name of file that LT213 creates, generally <code>empaudit.tm</code>
Process	TMHRMEmployeeAudit
Data	File Name
Startup Type	Select Automatic, Manual, or Disabled

- 7 Click **Save**.

Configuring the ignore case option

The Employee History Audit can be configured to compare data and ignore the case differences when comparing string values.

To set the Ignore Case option:

- 1 Navigate to **Process Server Administrator > Configuration > System Configuration**.

- 2 Select the **main** configuration.
- 3 Select the Property: **AuditReportIgnoreCase**.
Set the value to **true** to enable the ignore case option.
Set the value to **false** to identify case differences.
- 4 Click **Save**.

Configuring email for the Employee History Audit report

The Employee Audit report can be emailed when the comparison process is complete. If the AuditReportEmail fields are blank, then reports are not sent.

To configure the email addresses for the Employee History Audit report:

- 1 Navigate to **Process Server Administrator > Configuration > System Configuration**.
- 2 Select the **main** configuration.
- 3 Select the Property: **AuditReportEmailFrom**.
- 4 Enter the value for the email address for the sender when the audit report is emailed.
- 5 Select the Property: **AuditReportEmailTo**.
- 6 Enter the value for the email address for the recipient when the audit report is emailed.
- 7 Click **Save**.

Identifying critical fields for the Employee History Audit report

Fields on the Employee History Audit report can be identified as critical by your organization. The critical fields have separate counts on the email that is sent after the comparison process is complete. Report results can be sorted by critical fields.

To designate up to 12 fields as critical on the Employee History Audit report:

- 1 Navigate to **Administrator > Utilities > Interfaces > Setup**.
- 2 On the **Interface Setup** tab, go to the **Employee Audit** section.
- 3 In the **Critical Fields**, enter up to 12 field names of fields that are compared. Choose from fields that are on the Employee Audit report.
- 4 Click **Save**.

Running the Employee History Audit process

Once the Employee History Audit process is configured in Infor Global HR and Infor Human Resources, the Employee History Audit is created when the LT213 process is run in Infor Human Resources.

- 1 The file channel picks up the file that is generated in Infor Human Resources.
- 2 The file is transferred to Infor Global HR, which initiates the process flow.

- 3 When the process flow in Infor Global HR is complete, the Employee History Audit email is sent and the data is ready to reviewed.

Reviewing the Employee History Audit results

Once the Employee History Audit process has run, the results of the audit comparison can be reviewed.

- 1 Navigate to **Administrator > Utilities > Interface > > HRM Interface > HRM Employee Audit**.
- 2 Select the **Field Differences** tab to view the employee fields where the data is different between Infor Global HR and Infor HR Management.
- 3 Use a filter to view specific data, for example, an employee, a specific field, or view fields identified as critical.
The list has the Infor Global HR values, and the Infor HR Management values are shown in the detail form on the right.
- 4 Select the **No Matching GHR Record** tab to view the records in Infor HR Management that do not exist in Infor Global HR.
- 5 Select the **No Matching HRM Record** tab to view the records in Infor Global HR that do not exist in Infor HR Management.

Viewing interface results

In **Utilities > Interface > Interface > Records**, you can view the types of records that have been interfaced from Infor Talent Management. An exclamation point icon indicates records that have changed since the last time the interface was run. For each type of record, there are four tabs of information: Errors, Incomplete, Not Processed, History Correction, and All. The Errors tab lists records that may need further action, but that have been interfaced from Infor Talent Management. The errors do not cause the entire interface process to fail, but those records are not available in the destination application. The records listed on the Not Processed tab have not yet been interfaced from Infor Talent Management.

The Incomplete tab (if present) pertains to only future-dated records, and lists records that have at least one component that was not successfully interfaced. An Employee record, for example, is made up of multiple Address, Work Assignment, Contact Information. So if any component of the Employee record is not successfully interfaced, then the Employee record will be listed on the Incomplete tab.

If there are Incomplete future-dated records, the related component interface records will display one or more of the following fields to help indicate where the problem is:

- Original Future indicates that this record has associated future dated records, and that this is the first or original record in that series.
- Future Resend indicates that this record is a future-dated resend of a previously interfaced record.
- Future Resend Records Are Incomplete is located on the main record (such as Employee) and indicates that one or more of its future-dated components has an issue that prevented successful interfacing.

- Incomplete Future Resend is located on the component record that has the issue preventing a successful interface process.
- Earlier Records Incomplete indicates that this record was skipped because a previous record has a problem. There is not necessarily an issue with this particular record, but because an earlier record was not successfully interfaced, this record was not processed.

Removing fields from an interface

If you want to remove one or more fields from the Infor Talent Management interface, the export processes can be modified so that those fields are not interfaced. This kind of modification requires in-depth knowledge of Infor Process Designer and the interface processes, and is considered a non-standard product customization.

Purging interfaced data

Use this procedure to purge data that has been interfaced from Infor Talent Management to another application. You can purge the following records:

- Job
- Position
- Supervisor
- Employee
- Dependent
- Development Provider
- Development Provider Contract
- Development Provider Payment
- Employee Development Activity Cost
- Employee Personal Development Balance
- Organization Unit
- Legal Entity
- Absence Employee Balances

Note:

The purge process purges all records with a status of "Processed." All related records are purged as well, regardless of their status.

To purge interface records

- 1 Access Utilities > Interface > Interface > Purge Records.
- 2 Open the program for the type of records you want to purge.

- 3 Select the organization for which you are purging interface records.
- 4 Either select Purge All Processed Records, or specify the Purge Date through which records should be purged.

Note:

The Purge Date is compared to the system date of the interface record.

- 5 Click OK to run the action immediately, or click Schedule to schedule the action to run at a later time.

Purging employee time record import records

A set of records can be purged from EmployeeTimeRecordImport. This purge process can be used to delete time records when an incorrect file of time record data is imported into Infor Global HR. For example, purging last week's time record file that was imported again this week by mistake.

- 1 Select **Time Administrator > Interface > Import Records**.
- 2 From any tab, select Purge Records from the Actions menu.
- 3 Specify this information:

Status

Select the status of the time record imports to purge.

System Dates

Optional. Enter the beginning and ending dates that the import records were created.

- 4 Click OK to run immediately or Schedule to run at a specified time.

Updating interface records to "Processed" status

Use this procedure to change the status of interface data that is in an "Unprocessed" or "Error" status to a "Processed" status. You can update these records:

- Job
- Position
- Supervisor
- Employee
- Dependent
- Development Provider
- Development Provider Contract
- Employee Development Activity Cost
- Employee Personal Development Balance
- Organization Unit
- Absence Employee Balances

Note: Records must be in a status of "Processed" before they can be purged.

To change interface records to "Processed" status

- 1 Access Utilities > Interface > Interface > Update Export Records As Processed.
- 2 Click Yes to the confirmation message to continue with the update process.
- 3 Select the organization and check the box to include records with an "Error" status for the interface records to update.
- 4 Enter the selection criteria for the interface records to update, including Actor, Action, Action Tag, or Transaction id range.
- 5 Click OK to run the action immediately, or click Schedule to schedule the action to run at a later time.

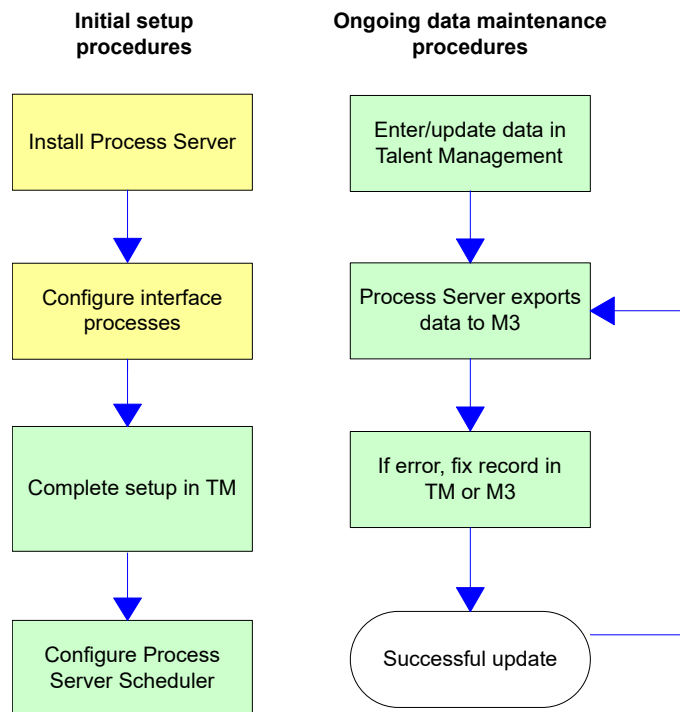
Interfacing data from Infor HR Management to Workforce Management

For information about configuring Infor HR Management to interface with Workforce Management, refer to the *Infor Lawson Human Resource Management Integration Guide for Infor Workforce Management* on the Infor Support Portal.

Chapter 4: Interfacing data to Infor M3

Use the information in this section to set up an interface to Infor M3. Infor M3 has a specific set of receiving files that are designed to import data from Infor Global HR and Infor Talent Management.

This graphic illustrates the initial setup and ongoing tasks required for interfacing data from Infor Global HR and Infor Talent Management to Infor M3. There are additional steps listed in this diagram that are not included in the generic interface.



Infor Process Server processes for the Infor Talent Management interface to Infor M3

Infor Process Server processes are used to interface data from Infor Talent Management into Infor M3. These processes are written specifically for use with Infor M3.

Employee interface

The employee interface process (LTMM3_EmployeeExport.lpd) interfaces resource information from Infor Talent Management to Infor M3. Infor Talent Management resources are created as persons in Infor M3. Work orders can then be assigned to the Infor M3 person.

Resource capability interface

The resource capability interface process (LTMM3_ResourceCapabilityExport.lpd) interfaces information about a resource's competencies, skills, and credentials to Infor M3. This information is created as a capability per resource in Infor M3.

Note:

Skills interfaced to Infor M3 must have an end date and a renewal cycle. The end date and renewal cycle are not required by Infor Talent Management, but are required by Infor M3. If no renewal cycle is selected in Infor Talent Management, the end date in Infor M3 is set to the DateAcquired + five (5) years.

Development provider interface

The development provider interface process (LTMM3_DevelopmentProviderExport.lpd) interfaces information about Infor Talent Management development providers to Infor M3. Development providers from Learning and Development are created as Infor M3 suppliers. Purchase orders can then be created for these suppliers.

Note:

Infor M3 suppliers are created with the same name as the Vendor name on the development provider. Once you have interfaced the development provider to Infor M3 and created a Supplier based on the Vendor, do not change the Vendor name in Infor Talent Management. This is a key field in Infor M3, so changing the value will create interface errors.

Defining development provider settings

For the development provider interface to work properly, you must define specific development provider settings on the interface Setup in the Infor Talent Management. You must create one interface setup record for each organization/country combination for which you want to interface data.

To define the development provider settings

- 1 In the Administration menu, access Utilities > Interface > Interface > Setup > Development Provider Settings.
- 2 Click New.
- 3 Type the correct values for the development provider as it should appear for the corresponding supplier in Infor M3. Use the following guidelines to enter field values:

Note:

Values entered in these fields must exactly match valid values in Infor M3 in order for the interface to work correctly. For example, the Currency you enter here must be a valid currency on CRS055. You can leave this field blank if blank is a valid value in Infor M3.

Country

Select the country for this organization unit.

Supplier Type

Valid values are:

0 = Supplier

1 = Agent

2 = Only payee

3 = Supplier group

5 = Forwarding agent

6 = Insurance company

8 = Miscellaneous suppliers

Supplier Group

Maps to Supplier Group on CRS150

Language

Maps to Language on CRS010

Date Format

YMD = YYMMDD

DMY = DDMMYY

MDY = MMDDYY

YWD = YYWWDD

Currency

Maps to Currency on CRS055

Exchange Rate Type

Maps to Exchange Rate Type on CRS056

Payment Method

Maps to Payment Method on CRS071

Payment Terms

Maps to Payment Term on CRS075

Media Profile

Maps to Media Profile on CRS033

Quality Class

Maps to Quality Class on PPS020

Order Type

Maps to Purchase Order Type on PPS095

Delivery Terms

Maps to Delivery Term on CRS065

Delivery Method

Maps to Delivery Method on CRS070

Freight Terms

Maps to Freight Term on CRS126

Packing Terms

Maps to Packing Term on CRS125

Date Type

- 1 = Requested delivery date. The date type can be overridden per PO line.
- 2 = Planned put-away date. The date type can be overridden per PO line.
- 3 = Requested delivery date. The date type can be overridden per PO line.
- 4 = Requested delivery date including hour and minutes. The date type cannot be overridden.

Date Code

- 1 = Order date
- 2 = Requested delivery date

Accounting Control Object

Maps to Accounting Control Object on CRS335

Attribute Pricing Rule

- 1 = Expected attribute values are used as base
- 2 = Actual attribute values are used as base

Printout Code

- 0 = Supplier name
- 1 = Supplier address

Address Type

- 1 = Postal address
- 2 = Street address
- 3 = Final delivery address

PO Address Type

- 4 Click Save.

Creating an Infor M3 connection

Use this procedure to create a connection to your Infor M3 server.

- 1 Access the Process Server Administrator and select **Configuration > System Configuration > Connections**.
- 2 Select the **M3** tab.
- 3 Click **Actions > Create**.
- 4 Specify this information:

Configuration name

Type a name for this configuration.

MI Host

Type the name of the MI server for your Infor M3 applications. This must be the fully qualified domain name for the server.

MI Port

Type the port number to use for the connection to the MI server.

User

Type a valid Infor M3 user name to log in to the MI server.

Note:

Use a user name and password combination that is set to "Do Not Expire" in M3. If the user name or password expires, this connection will no longer work. Contact your Infor M3 administrator to make sure you are using this type of user name.

Password

Type the password for the user name.

Encryption Key

Leave this field blank if encryption is not used for the MI connection.

Max Records

Leave this field blank for the default of 100 records maximum.

- 5 Click **Save**.

Modifying configuration properties and variables for the interface to M3

Use Infor Process Designer to modify the configuration properties for your system, and to change a variable in the LTMM3_EmployeeExport process.

To modify PfiConfiguration properties

- 1 In Process Server Administrator, access Configuration > System Configuration.
- 2 Open the your default configuration. This is most likely named "main."
- 3 Go to the Properties tab.
- 4 Create or verify the following properties:

Property	Description
LTM_Organization	Enter the name of the organization from which you are interfacing records.
LTM_InterfaceErrorFromEmail	Enter a valid email address to use as the From address on emails generated during the interface .
LTM_InterfaceErrorToEmail	Enter a valid email address to use as the To address on emails generated during the interface process.

- 5 Click Save.

Testing the interface processes

Use the following procedure to test the processes you modified and uploaded.

Before you begin the test, create a sample interface record in Infor Global HR and Infor Talent Management for each process you are testing.

To test the interface processes:

- 1 On the machine where Process Server Designer is installed, log in to Process Server Designer.
- 2 Click Flow and select Download From Server.
- 3 Choose a process you modified.
Example
LTMM3_EmployeeExport
- 4 Click **Run**.
- 5 In the **Run Parameters** dialog, enable the **Run On Server** field.
- 6 Verify the process was successful:
 - a View the debug results in Process Server Designer.
 - b Confirm that interface records have an add complete message and a blank function code.
 - c Infor M3 records were successfully added.
- 7 Repeat the test procedure for each process you modified.

Next steps: Configure Infor Process Automation

Talent Management processes push the interface records to Infor M3 based on the schedule created in Infor Process Automation. You must decide how often to interface data from the Infor Talent Management to Infor M3 (for example, once per hour or once per day) and configure Infor Process Scheduler to run on your interface schedule. See the *Infor Process Automation Administration Guide* for detailed instructions on how to schedule a process to run in Infor Process Automation.

Viewing interface results

In **Utilities > Interface > Interface > Records**, you can view the types of records that have been interfaced from Infor Talent Management. An exclamation point icon indicates records that have changed since the last time the interface was run. For each type of record, there are four tabs of information: Errors, Incomplete, Not Processed, History Correction, and All. The Errors tab lists records that may need further action, but that have been interfaced from Infor Talent Management. The errors do not cause the entire interface process to fail, but those records are not available in the destination application. The records listed on the Not Processed tab have not yet been interfaced from Infor Talent Management.

The Incomplete tab (if present) pertains to only future-dated records, and lists records that have at least one component that was not successfully interfaced. An Employee record, for example, is made up of multiple Address, Work Assignment, Contact Information. So if any component of the Employee record is not successfully interfaced, then the Employee record will be listed on the Incomplete tab.

If there are Incomplete future-dated records, the related component interface records will display one or more of the following fields to help indicate where the problem is:

- Original Future indicates that this record has associated future dated records, and that this is the first or original record in that series.
- Future Resend indicates that this record is a future-dated resend of a previously interfaced record.
- Future Resend Records Are Incomplete is located on the main record (such as Employee) and indicates that one or more of its future-dated components has an issue that prevented successful interfacing.
- Incomplete Future Resend is located on the component record that has the issue preventing a successful interface process.
- Earlier Records Incomplete is indicates that this record was skipped because a previous record has a problem. There is not necessarily an issue with this particular record, but because an earlier record was not successfully interfaced, this record was not processed.

Purging interfaced data

Use this procedure to purge data that has been interfaced from Infor Talent Management to another application. You can purge the following records:

- Job
- Position
- Supervisor
- Employee
- Dependent
- Development Provider
- Development Provider Contract
- Development Provider Payment
- Employee Development Activity Cost
- Employee Personal Development Balance
- Organization Unit
- Legal Entity

Note:

The purge process purges all records with a status of "Processed." All related records are purged as well, regardless of their status.

When purging records, be sure that those records do not have associated future-dated records that are not yet active. Any record that does should not be purged.

To purge interface records

- 1 Access Utilities > Interface > Interface > Purge Records.
- 2 Open the program for the type of records you want to purge.
- 3 Select the organization for which you are purging interface records.
- 4 Either select Purge All Processed Records, or specify the Purge Date through which records should be purged.

Note:

The Purge Date is compared to the system date of the interface record.

- 5 Click OK to run the action immediately, or click Schedule to schedule the action to run at a later time.

Chapter 5: Interfacing data to Infor Learning Management

Use the information in this section to set up an interface to Infor Learning Management.

Infor Global HR and Infor Talent Management can interface data to Infor Learning Management using specific Infor Process Server processes. The interfaced data includes:

- Organization units
- Employees
- Activity data
- Employee activity data

In Learning Technologies, organization units are represented as levels, and employees are users. You can choose to import either all organization unit and/or employee data, or just the records that have changed since the last time the interface processes were run. When the interface processes are run, the type of data included (all records, or only the changed records) is determined by a service definition variable that specifies what data should actually be exported to Learning Technologies.

A Learning Technologies course is one type of activity that can exist in Talent Management. When Learning Technologies courses are imported into Talent Management, they are given a type of "LMS Course." If an employee is assigned to an "LMS Course" activity in Talent Management, that information is exported to Learning Technologies. Conversely, if a user in Learning Technologies is assigned to a course that is also a Talent Management activity, that information is imported by Talent Management.

Note:

Instructions for initial set up or loading Infor Global HR and Infor Talent Management data are not included in this chapter. This chapter discusses the ongoing interface of data between applications.

The Learning Technologies interface processes do not send any records that are future-dated or are history corrections. Such records are included in the export files, but their statuses are set to "Not Applicable," therefore excluding them from the actual interface. The interface processes send only records with a status of "1-Not Processed."

The interfaces processes are run on the schedule you set up in Infor Process Server.

Text files versus web services

The method by which data is interfaced to Learning Technologies depends on the interface being run.

For the organization unit and employee interfaces, Infor Process Server processes create text files and transfer these files to your Learning Technologies server via FTP. The interface processes create

the exports files each time they are run (provided there is data that changed), and those files are sent to the Learning Technologies server regardless of whether or not any unprocessed files already exist on the server. That is, each time the processes are run, *any existing interface files on the Learning Technologies server are overwritten* with the new updated files. It should be noted that if no data has changed since the last time an interface was run, no interface files are created or sent to Learning Technologies.

For the activity interface, a web service is used by the Infor Process Server from which the data is retrieved, or to update the Learning Technologies system. No files are created that need to be transferred to Learning Technologies during this process.

For the employee activity export interface, a web service is used to create the employee course record in Infor Learning Management. XML files containing changes to the employee ILM course data are automatically uploaded from the ILM FTP server and then processed to update the employee records.

Infor Process Server processes for the interface to Infor Learning Management

Infor Process Server processes are used to interface data from Talent Management into Infor Learning Management. These processes are written specifically for use with Infor Learning Management.

Organization unit interface

The organization unit interface (LMSLevelsExport.lpd) creates a text file named `Levels.txt`. The file contains either the full organization unit structure, or only the organization unit data that has changed since the last interface run, depending on the selection you made on the process definition in Infor Process Server. The LMSLevelExport process sends only the organization unit identifier, the short description, and the organization unit's parent unit to Infor Learning Management.

Employee interface

The employee interface (LMSUserExport.lpd) creates a text file named `Users.txt`. The file contains either all user data, or only the user data that has changed, depending on the selection you made on the process definition in Infor Process Server. A number of fields from the Employee business class are interfaced to Infor Learning Management. See [Users.txt](#) on page 381 for more information.

Activity interface

The activity interface (LMSDevelopmentActivityImport.lpd) retrieves information about Infor Learning Management courses. These courses are imported into Talent Management as activities and given a type of "LMSCOURSE."

Employee activity interface

The employee activity interface imports and exports data related to users being assigned to either a activity in Talent Management, or to a course in Infor Learning Management.

The LMSEmployeeDevelopmentActivityExport.lpd process exports data from Talent Management to Infor Learning Management if an employee has been assigned to a activity having an Infor Learning Management course ID.

The LMSEmployeeDevelopmentActivityImport.lpd process imports data from Infor Learning Management to Talent Management when a user is assigned to a Infor Learning Management course. This import process is run by the file channel that is configured following [Create configuration parameters](#) on page 89. This process is not scheduled through the Process Server > Administrator> Scheduling menu.

The LMSEnrollmentStatus supplies the status of the User Course and User Event records in ILM. ILM determines the appropriate status and sends that status to TM. This status is displayed in the **Status** field that is displayed to all users in TM.

Table 1: LMSEnrollmentStatus Values

Value	Status
1	Registered
2	Waitlisted
3	ApprovalPending
4	NotApproved
5	NotStarted
6	InProgress
7	Completed
8	UnenrolledFromEvent
9	UnregisteredFromCourse

- If LMS exports an LMS Enrollment Status = 8 (UnenrolledFromEvent):
 - If current TM status is 3 (completed), then leave status as Completed.
 - If current TM status is not 3, then change status to 18 (UnenrolledFromEvent)
- If LMS exports an LMS Enrollment Status = 9 (UnregisteredFromCourse):
 - If current TM status is 3 (completed), then leave status as Completed
 - If current TM status is not 3, then change status to 5 (Canceled)

Prerequisites and set up for the Infor Learning Management interface

Customers decide how often to interface data from Talent Management to Infor Learning Management (for example, once per hour, once per day) and configure Process Server Scheduler to run on their interface schedule.

Use the information and procedures in this chapter to complete these tasks and test your interface.

Defining the interface setup

You must set up the interface as described in [Defining the interface setup](#) on page 13. The procedures listed in this chapter must be completed in addition to those procedures. When completing that setup, be sure to select the Learning Management check box on the File Selection tab, and also fill in the LMS Settings fields on the Interface Setup tab.

Configuring single sign-on authentication

If you choose to set up single sign-on authentication for Infor Learning Management and Talent Management, see the *Infor Lawson 10 Authentication Configuration Guide* for more information.

Creating Infor Learning Management file channels and receivers

In order to receive employee activity changes from Infor Learning Management (LMS), you must create an LMS file channel and file receiver for each import process.

- 1 Access Process Server Administrator > Administration > Channels Administrator.
- 2 Go to the File Channels tab and click New.
- 3 Define a file channel for LMS.

Channel Name

Type a name for the file channel, such as "LMS."

Is Enabled

Select this checkbox so that the file channel is available for use.

File Channel Type

Select Remote.

Directory

Type the directory on the LMS server where the file channel will scan to find new files.

Note: You must specify the directory in this field, such as "CompletionData."

File Match Case Sensitivity

Select Ignore Case.

Error File Directory

Type the directory on the Talent Management server in which the error files will be created.

Note: It is recommended to specify the path of the directory in this field as "work/LMS". This appends to the directory relative to the specified \$LADIR directory.

Note: In Multi-Tenant environment, the files are not written to the file structure. Instead, they are written to a file called PfiFileStorage. Any value that is entered in this field is not treated as a directory. It is appended at the beginning of the file name created in PfiFileStorage.

Processed File Directory or In-Progress File Directory

Type the directory on the Talent Management server in which the processed files will be created.

Note: It is recommended to specify the path of the directory in this field as "work/LMS". This appends to the directory relative to the specified \$LADIR directory.

Note: In Multi-Tenant environment, the files are not written to the file structure. Instead, they are written to a file called PfiFileStorage. Any value that is entered in this field is not treated as a directory. It is appended at the beginning of the file name created in PfiFileStorage.

File Access Check Time In Minutes

Type how often, in minutes, the Talent Management server will check for updated files. Set this time to be at least as often as the process is run in LMS to create the import files.

Host

Type the IP address of the LMS server, which is the same as the server defined for the FTP connection configured in the procedure [Create configuration parameters](#) on page 89.

Protocol

Select the appropriate protocol, likely Sftp.

Authentication Type

Select the appropriate type of server authentication based on the information provided by Infor Learning Management. Depending on your selection, you must also enter addition user authentication information.

- 4 Click Save.
- 5 Access the File Channel Receivers tab and click New.
- 6 Define the file channel receivers.

Receiver

Type a name for the file channel receiver.

File Name

Enter a file name wild card that can be used to locate the files being received from Talent Management.

Example:

Employee activity import file names follow the following naming convention:

Response- Timestamp.xml

So you might enter the following wild card in this field:

*Response-**

Process

Type the name of the Process Server interface process that is importing data from Infor Learning Management: LMSEmployeeDevelopmentActivityImport.

Data

Select File Name.

Startup Type

Select Automatic.

- 7 Click Save.

Importing Infor Learning Management certificates

Perform the following steps to import each Infor Learning Management certificate to the Infor Talent Management server to allow Infor Process Automation web services calls to enable export and import activity.

To import the LMS certificates to the Infor Talent Management server

- 1 Locate the LMS certificate(s) applicable to your server configurations.
- 2 Save the existing cacerts folder:

```
copy LAW_JAVA_HOME\jre\lib\security\cacerts LAW_JAVA_HOME\jre\lib\security\cacerts.orig
```

- 3 Copy the web server's certificate into cacerts:

```
copy CERTIFICATE LAW_JAVA_HOME\jre\lib\security
```

For example:

```
copy certpointstaging_2014.cer \usr\java6_64\jre\lib\security
```

- 4 Import the certificate:

```
cd LAW_JAVA_HOME\jre\lib\security
```

```
keytool -import -file CERTIFICATE -alias CERTIFICATE_ALIAS -trustcacerts -keystore cacerts -storepass KEYSTORE_PASSWORD
```

For example:

```
cd \usr\java6_64\jre\lib\security
```

```
keytool -import -file certopointstaging_2014.cer -alias server.infor.com
-trustcacerts -keystore cacerts -storepass P@ssw0rd
```

5 Verify the certificate exists:

```
keytool -list -alias CERTIFICATE_ALIAS -v -keystore cacerts -storepass
KEYSTORE_PASSWORD
```

For example:

```
keytool -list -alias server.infor.com -v -keystore cacerts -storepass
P@ssw0rd
```

```
Alias name: server.infor.com
Creation date: Nov 13, 2014
Entry type: trustedCertEntry

Owner: CN=server.infor.com, OU=LTCI, O=infor, L=saint paul, ST=minneso
ta,
POSTALCODE=55102, C=US
Issuer: CN=server.infor.com, OU=LTCI, O=infor, L=saint paul, ST=minneso
ta,
POSTALCODE=55102, C=US
Serial number: #####
Valid from: 10/13/14 1:17 PM until: 7/8/17 1:17 PM
Certificate fingerprints:
```

6 Restart the Landmark environment:

```
stoplaw
```

```
startlaw
```

7 Repeat steps 1-6 for each certificate applicable to your server environments (e.g., production, staging).

Create configuration parameters

If you are interfacing data from Infor Talent Management to Infor Learning Management, use this procedure to create a `LMS_HomePage` configuration parameter that specifies the Infor Learning Management home page and the `LMS_WebServiceEndpoint` parameter that is used to hold the endpoint for the LMS webservice that the `LMSDevelopmentActivityImport` flow uses to get course changes. You

must also create a configuration property in Infor Process Server to specify the interface file location. These properties must be created before running the interfaces.

To create the configuration parameter

- 1 Access Configuration Parameter List.
- 2 Create the LMS_HomePage parameter:

Property	Value
Component	config
Name	LMS_HomePage
Value	<p>Enter the URL to which "My Learning" in Employee and "Employee Learning" in Manager should link. This URL consists of several components that you used during the STS configuration.</p> <p><code>http(s)://YourLMRKServer.YourDomain.com:Port/sso/SSOServlet?_action=LAUNCHAPP&_serviceName=SERVICE&_origUrl=HomePageURL</code></p> <p><code>http(s)://YourLMRKServer.YourDomain.com:Port/sso/SSOServlet?</code> is the location where your Infor SSO servlet was installed.</p> <p>SERVICE is the name of the Security System Management service created during the STS configuration.</p> <p><i>HomePageURL</i> must have the same value as the <i>HomePageURL</i> property on the Details tab for the Security System Management service created during STS configuration.</p>

- 3 Create the LMS_WebServiceEndpoint parameter:

Property	Value
Component	config
Name	LMS_WebServiceEndpoint
Value	Enter the URL for the LMS web services

- 4 Click **Save**.

To verify configuration properties

- 1 In Process Server Administrator, open System Configuration.
- 2 Open the your Infor Learning Management configuration. This is named "LearningManagement."
- 3 Go to the Properties tab.
- 4 Verify the following properties exist and update if necessary:

Property	Description
LMSEmailFrom	The email address from which the error messages that are generated from the LMS interface flows are sent.
LMSEmailTo	The email address to which the error messages that are generated from the LMS interface flows are sent.
LMSFileDirectory	<p>The absolute path of the location where the LMS interface files are created.</p> <p>Example (for UNIX) /tmp/</p> <p>Example (for Windows) "C:\Temp\"</p> <p>Note: In Multi-Tenant environment, the files are not written to the file structure. Instead, they are written to a file called PfiFileStorage. Any value that is entered in this field is not treated as a directory. It is appended at the beginning of the file name created in PfiFileStorage.</p>
LMS_Organization	<p>Name of the Talent Management organization from which you are interfacing LMS records. If you do not specify an organization, the interface will run for all organizations.</p> <p>If you have both a test organization and production organization, you can use this variable to specify which organization you are using.</p>

- 5 Click Save.
- 6 One the Web Services tab, select Action > Create and define the information to establish a secure web service.

Property	Description
Description	Enter a description for the web service connection.
Authentication	Select "Basic Authentication."

Property	Description
User	Enter the user id to establish the web service connection.
Password	Enter the password for the user id.

- 7 Click Save.

Configure FTP connection

Note:

This step is required by only the organization unit and employees interfaces. The other interfaces do not use this FTP connection.

- 1 Go to the File Transfer tab.
- 2 Click New and define the connection to the LMS server to which the interface data is being sent.

Host

Type the fully qualified domain name of the LMS server. Do not include "http://" nor a port number in the host name.

User

Type the user name to use to log in to the server. This user must have write access to the server.

Password

Type the password associated with the user name.

Protocol

Select Ftp.

- 3 Click Save.

Define export and import service triggers

Use this procedure to define the triggers required for the interface export and import services. You must define the trigger first, and then add the variables that are defined for each service. Define one trigger for each interface service. The services are:

- LMSLevelsExport
- LMSUsersExport
- LMSEmployeeDevelopmentActivityExport
- LMSDevelopmentActivityImport

Note:

The LMSEmployeeDevelopmentActivityImport.lpd process does not have a service definition and therefore does not need a service trigger defined.

To define export service triggers

- 1 Access Process Server Administrator > Scheduling > By Service Definition.
- 2 Click New.
- 3 Define the service trigger as follows:

Service Name	Select the service for which you are defining the trigger, such as LMSLevelsExport or LMS-DevelopmentActivityImport.
Work Titles	Type a title for this trigger.

- 4 Click Save.
- 5 For the triggers for the organization unit and employee interfaces, you must also define a variable.

Note:

This variable is required only by the organization unit and employee interface triggers (LMSLevelsExport and LMSUsersExport). The triggers for the other interfaces do not use this variable.

On the Variables tab, define the *AllRecords* variable for the trigger as follows.

Variable	Type	Value
AllRecords	Boolean	If you set the value to "true," all organization unit or employee data will be included in the export file. If you set the value to "false," only that organization unit or employee data that has changed since the last interface run is included in the export file.

- 6 Click Save.

Other interface topics

View interface records

In Utilities > Interface > LMS Interface, you can view the various type of records that have been interfaced to Infor Learning Management. An exclamation point icon indicates records that have changed since

the last time the interface was run. For each type of record, there are four tabs of information: Errors, Not Processed, and All. The Errors tab lists records that may need further action, but that have been interfaced from Infor Talent Management. The errors do not cause the entire interface process to fail, but those records are not available in the destination application. The records listed on the Not Processed tab have not yet been interfaced from Infor Talent Management.

Interface statuses

Each record in the interface file has a Status associated with it. The Interface records' status values are updated after the records have been interfaced. The available statuses are:

Status	Description
1 - Not Processed	These records will be sent to Infor Learning Management the next time the interface is run.
2 - Processed	These records have already been successfully interfaced to Infor Learning Management.
3 - Error	There has been an attempt to interface these records to Infor Learning Management, but an error has occurred. Use the Errors tab to view these records.
4 - Not Applicable	This status is assigned to those records that are included in the Infor Talent Management export file, but are not going to be interfaced to Infor Learning Management. For example, future dated records and history corrections are included in the Infor Talent Management export file, but they are assigned this status so that they are not sent to Infor Learning Management.

Special characters not accepted by the Infor Workforce Management interface

This list of special characters will be removed by Infor Workforce Management from any Talent Management import file.

- >
- <
- ;
- '
- \\\
- (
-)
- "

Backing up and overwriting interface files on the Infor Learning Management server

Each time the organization unit or employee interface processes run, if data has changed, the processes create the Levels.txt and Users.txt files. (Note that if no data has changed, the files are not created.) These files are then sent via FTP to the Infor Learning Management server where they can be processed into the Infor Learning Management system. Each time the interface processes run, the same file names are used to create the interface files. Therefore, if there are existing interface files on the Infor Learning Management server that have not yet been processed into Infor Learning Management, those interface files will be overwritten by the next interface run. To prevent those records from being lost, the interface processes first make a copy of any interface files that still exist on the Infor Learning Management server. The copy of the file is stored in the same location and has the same file name, except with the date/time stamp appended to the file name.

Interface records that appear to include no changes

It should also be noted that not all fields on a record are interfaced to Infor Learning Management, so even if a record has changed in Talent Management, the data that is sent to Infor Learning Management may look the same. For example, you might change an employee's marital status, but that field is not interfaced to Infor Learning Management. So even though that employee record is included in the interface file, since Marital Status is not part of the interfaced data, that employee's record will appear to not have changed.

Multi-Tenant and PfiFileStorage

In single tenant environments, the files are created through the process flow or transferred via the FTP or a file channel and then written to a directory in the file system. In Multi-Tenant environment, because there is no access to the file system, the files are not written to the file structure. Instead, they are written to a database in a business class called PfiFileStorage. To access PfiFileStorage, select **Process Server Administrator > Configuration > File Storage**.

Chapter 6: Interfacing data to Infor Workforce Management

Use the information in this section to set up an interface to Infor Workforce Management. Infor Workforce Management has a specific set of receiving files that are designed to import data from Infor Talent Management.

Note:

If you are not interfacing data to Infor Workforce Management, or if Infor Talent Management is not your system of record, you do not need to complete the procedures in this chapter.

Infor Global HR and Talent Management to Infor Workforce Management interface overview

Note:

Instructions for initial set up or loading of Infor Global HR and Infor Talent Management data are not included in this guide. This topic discusses the ongoing interface of data between Infor Global HR and Infor Talent Management and Infor Workforce Management. See also [Defining the interface setup](#) on page 13.

Interface mapping codes (cross reference codes) reside in Process Server Administrator in Infor Global HR and Infor Talent Management. Interface records (employee, work assignment, employee competencies and skills, employee credentials, position codes, and supervisor codes) reside in **Administrator > Utilities > WFM Interface > Records**.

Infor Process Server services create comma separated value (CSV) files and transfer these files to your Infor Workforce Management server via FTP. Interface records' status values are updated after the records have been interfaced.

Four of the five interface processes (WFMJobExport, WFMTeamExport, WFMEmployeeExport, and WFMEmployeeSkillExport), use error-based routing as part of the process. These processes first verify if there is an existing interface file on the Workforce ManagementInfor Workforce Management server. If file is not found, an error is returned and the process continues. If the file is found, the process will stop in order to prevent overwriting the existing file.

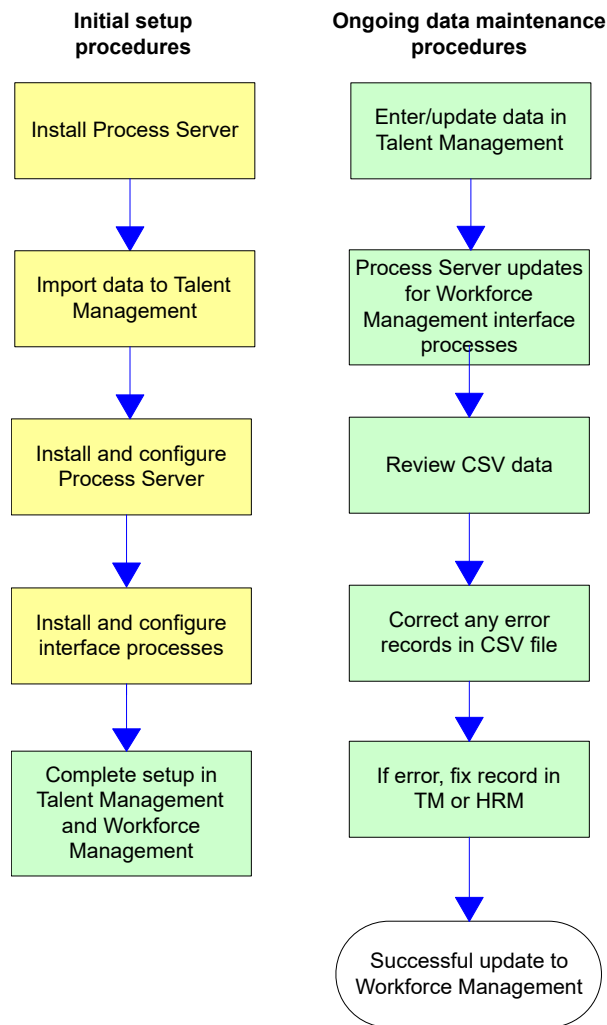
The Employee and Employee Skill interface processes can be defined to read through only non-future export records, and create CSV transaction records. The ProcessFutureEmployees configuration

variable controls whether these processes will read future-effective records. In the EmployeeExport process, the Primary Work Assignment data is used for interfacing most data to Infor Workforce Management. If an employee has multiple work assignments, non-primary work assignments interface records include only the Position.

To populate global user identity string (GUID) data in Infor Workforce Management, the employee identity (Actor or Identity) is sent through the Employee interface. During the interface setup, you can define the default behavior for new employees by specifying whether the interface waits for the Actor or Identity to be created before sending the record, or whether the interface sends the record immediately. See [Defining the interface setup](#) on page 13.

If the interface waits for an Actor or Identity on the Employee record and it does not exist, the EmployeeExport record is marked in Error.

This graphic illustrates the initial setup and ongoing tasks required for interfacing data from Infor Global HR and Infor Talent Management to Infor Workforce Management.



Infor Process Server processes for the interface to Infor Workforce Management

Infor Process Server processes are used to interface data from Infor Talent Management into Infor Workforce Management. These processes are written specifically for use with Infor Workforce Management.

Position interface

The position interface (WFMJobExport.lpd) creates a CSV file that contains Infor Talent Management position codes. This process sends only the Position code (or Short Description, depending on your set up) to Infor Workforce Management. It does not send any pay rates associated with those Position codes.

Team interface

The team interface (WFMTeamExport.lpd) creates a CSV file that contains the Infor Talent Management supervisor structure. This sends the short description when Hybrid is selected under Interface Setup. Otherwise it will only send the Supervisor code (or Short Description, depending on your set up) to Infor Workforce Management. It does not send any user information associated with those Supervisor codes.

Employee interface

The employee interface (WFMEmployeeExport.lpd) creates a CSV file that contains Employee and Work Assignment data. Any non-primary work assignment records include only the position code or short description, depending on your set up. This interface provides changes only. When a transaction produces an export record, only the changed fields are populated. When a record is created (such as hiring an employee), then all fields are marked as "changed" and all fields are sent. See the File Layout for more information on specific fields.

This interface delivers functionality to enable user fields from the Employee and Work Assignment business classes only. To enable this functionality, you must define a Cross Reference Code of "UserField" with a source of "LTM" and a destination of "WFM". Any fields defined within this cross reference will be evaluated in the interface and included if appropriate (or null if appropriate). User Fields are passed in the interface in the same order that is defined on the cross reference screen. Adding or changing the cross reference for User Fields may require you to make changes to the file layouts used in Workforce Management.

Skill master interface

The skill master interface (WFMSkillMasterExport.lpd) creates a CSV file that contain competencies, skills, and credentials. This process does not read from existing export records, but rather gets information directly from the business classes for skills, competencies, and/or credentials and creates the CSV file with those codes.

Employee skill interface

The employee skill interface (WRMEmployeeSkillExport.lpd) creates a CSV file that contains details for employees' skills, competencies, and credentials.

Absence Employee Balances interface

The Absence Employee Balances interface (WFMAbsenceBalanceExport.lpd) creates a CSV file that contains absence plans and balances for employees.

Prerequisites and set up for the Infor Workforce Management interface

Customers decide how often to interface data from Infor Talent Management to Infor Workforce Management (for example, once per hour, once per day) and configure Process Server Scheduler to run on their interface schedule.

Customers must complete setup procedures in their Workforce Management applications, including ensuring codes are the same between Workforce Management and Talent Management.

Use the information and procedures in this chapter to complete these tasks and test your interface.

Note:

You must also set up the interface and map the appropriate codes. The procedures listed in this chapter must be completed in addition to those procedures if you are interfacing to Workforce Management.

When defining the cross-reference codes, the following codes are required to interface data from Talent Management to Workforce Management. The interface will not function properly if these codes are removed.

- Company
- FullTime
- PayPlan
- Position
- Supervisor
- WorkSchedule

If no mapping value is found for a given code, the interface process will either assume a value in the field, or the null default value will be used.

WFM Team Export for Hybrid Interface Setup

The Team Export for WFM normally sends off the Supervisor data. When Hybrid is selected under Interface Setup, it will look at the selection under Interface Setup on whether to send short description or the auto sequence value "InterfaceUseSupervisorShortDescription".

WFMHROrganizationUnit Export Mappings

A service definition and two file creation mappings will be delivered to send the HROrganizationUnit Structure.

The service definition is titled "WFMOrganizationUnitTeamFeed".

There will be two mappings :

- "WFMHROrganizationUnitExport"
- "WFMHROrganizationUnitAllRecords".

All record mappings will send the entire structure from the application tables while the export mappings will send changes to the structure. The file name chosen in the file creation setup will be the name of the file sent over which in this case is "TMTeam2.csv". These mappings will need to be tied to the service definition.

WFMHROrganizationUnit Export Flow

The flow to process the files is generated by the file creation tool and send to WFM. The flow with the title "WFMHROrganizationUnitExport" will need to be tied to the "WFMOrganizationUnitTeamFeed" service definition.

Add the flow to the service definition using the **Service Definition > Service WFMOrganizationUnitTeamFeed** and add the process WFMHROrganizationUnitExport.

Modify configuration properties

If you are interfacing data from Talent Management to Workforce Management, use this procedure to define a configuration used for the Workforce Management interfaces, and update several properties in the interface processes. These fields must be modified before running the interface.

To create a configuration

- 1 In Process Server Administrator, open System Configuration.
- 2 Create a new configuration with the name "WFM."
- 3 Click Save.

To update configuration properties

- 1 In Process Server Administrator, open System Configuration.
- 2 Open the "WFM" configuration.
- 3 Go to the File Transfer tab.
- 4 Create or verify an FTP connection to the Workforce Management server.
- 5 Go to the Properties tab.
- 6 Create or verify the following properties:

Property	Description
ConcatenateEmployeeNameString	<p>Set to "true" if the employee ID number and company are to be concatenated for Emp_Name.</p> <p>Set to "false" to use the employee ID number only for the Emp_Name.</p>
HRAdminEmailAddress	The "To" email address used when the process sends a notification regarding the Workforce Management interface.
HRAdminFromEmailAddress	The "From" email address used when the process sends a notification regarding the Workforce Management interface.
InterfaceUsePositionShortDescription	<p>Specifies whether the position's Short Description should be interfaced as the position code. The default value is "true" (use Short Description). If you change the value to "false," the position's auto-sequenced numbers are used.</p>
InterfaceUseSupervisorShortDescription	<p>Specifies whether the supervisor's Short Description should be interfaced as the supervisor code.</p> <p>The default value is "true" (use Short Description). If you change the value to "false," the supervisor's auto-sequenced numbers are used.</p>
LTM_FTPSourceDirectory	<p>The absolute path of the location from which the interface CSV files are retrieved.</p> <p>Example (for UNIX)</p> <p>/tmp/</p> <p>Example (for Windows)</p> <p>"C:\\Temp\\"</p>
LTM_Organization	Name of the organization from which you are interfacing records.

Property	Description
ProcessFutureEmployees	Specifies whether to process future-effective employee interface records. A value of "true" will enable future-effective employee records to be processed.
WFMEmpSkillExportFileName	Name of the CSV file used by the WFMEmployeeSkillExport process. Example "WFMEmpSkill.csv"
WFMEmployeeExportFileName	Name of the CSV file used by the WFMEmployeeExport process. Example "TMEmployee.csv"
WFMJobExportFileName	Name of the CSV file used by the WFMJobExport process. Example "TMJob.csv"
WFMSkillMasterExportFileName	Name of the CSV file used by the WFMSkillMaster process. Example "WFMSkillMaster.csv"
WFMTeamExportFileName	Name of the CSV file used by the WFMTeamExport process. Example "TMTeam.csv"

- 7 Click Save.

To define service triggers for Infor Workforce Management exports

Use this procedure to define the triggers required for the WFMEmployeeExport services.

To define service triggers

- 1 Access Process Server Administrator > Scheduling > By Service Definition.
- 2 Click New.
- 3 Define the service trigger as follows:

Service Name	Select the service for which you are defining the trigger, such as WFMEmployeeExport.
Work Titles	Enter a title for this trigger.

- 4 Optional: On the Variables tab, select the variable AllRecords.

When the AllRecords variable is defined for the WFMEmployeeExport trigger, the data comes from the main table (not the export tables). For example, Paygrp_Name normally retrieves the value from the WorkAssignmentExport record, but when running the export for AllRecords, the value is retrieved directly from WorkAssignment record.

- 5 Click Save.

Other interface data topics for the Infor Workforce Management interface

Viewing interface results

In Utilities > Interface > WFM Interface, you can view the records that have been interfaced from Talent Management. For each type of record, there are three tabs of information: Not Processed, Processed, and All. The records listed on the Not Processed tab were not successfully interfaced from Infor Talent Management, and might include records that are future-dated (if ProcessFutureEmployees=false) or are history corrections.

The interface records hold a WFM status value for Workforce Management interfaces. The Status field is used to indicate whether or not the interface record has been included in a CSV file.

If the Infor Workforce Management interface is enabled but the export record was created because of non-related field changes only, then the WFM Status will be set to "Not Applicable" and the record will not be included in the interface.

If the Infor Workforce Management interface is not enabled, then the WFM Status will be set to "Not Applicable" and the record will not be included in the interface.

Processing history corrections

Interface records are created for history correction transactions, however the interface processes do not read those history correction records. Those records are not processed in order to prevent overwriting current data on the Workforce Management server. After the interface process completes, the transactions that remain in a "Not Processed" state will include any history correction records. You can review these records, and determine if you should process them manually or delete them.

Modifying the interface processes

If you want to remove one or more fields from the interface, the export processes can be modified so that those fields are not interfaced. This kind of modification requires in-depth knowledge of Infor

Process Designer and the Infor Talent Management processes, and is considered a non-standard product customization.

In addition, you might require additional interface fields, or use the existing fields in Workforce Management than in Talent Management. The configuration required to implement such situations also requires in-depth knowledge of the interface processes, and is also considered a non-standard product customization.

Chapter 7: Interfacing to Infor HR Service Delivery

Use the information in this section to set up an interface to Infor HR Service Delivery. Infor HR Service Delivery has a specific set of receiving files that are designed to import data from Infor Global HR and Infor Talent Management.

Infor Global HR and Infor Talent Management can interface employee data to and from Infor HR Service Delivery (HRSD). After a candidate is hired and becomes an employee, information is exported.

You may choose the interface method from these options:

- The Real Time HRSD interface uses set actions to transfer data through a web service (recommended method).
- The Infor Process Server export interface processes create text files that are transferred to HRSD via FTP. The import interface processes use a web service call to retrieve data from HRSD.

Customers decide how often to export data from Infor Global HR to HRSD (for example, once per hour, once per day) and configure Process Server Scheduler to run on their interface schedule. For the import processes, web service calls retrieve data from HRSD based on a setting in the file channel setup.

The HRSD interface processes do not send any records that are future-dated or are history corrections. Such records are included in the export files, but their statuses are set to "Not Applicable," therefore excluding them from the actual interface. The interface processes send only records with a status of "1-Not Processed."

Configuring the HRSD Real Time interface

The HR Service Delivery (HRSD) Real Time Interface allows the user to monitor the records that are imported from HRSD to Infor Global HR and Talent Management and run actions to complete processes. The HRSD Real Time interface uses web service calls and set actions that you schedule.

These interface functions are available for resources (employees):

- Employee Export is a set action to run that sends changes to or new employee records to HRSD. When an employee is hired in GHR/TM, the hire action initiates an onboarding tour for that employee in HRSD.
- Employee Provisioning is a set action to run that sends all active employees from GHR/TM to HRSD. This process is used primarily for an initial load of GHR/TM employees into HRSD.

- Employee Provisioning Errors is a list of errors that resulted from running the Employee Provisioning action.

Enabling the HRSD Real Time interface

Follow these steps to enable the HRSD Real Time interface.

- 1 Select **Utilities > Interface > Setup > Interface Setup**.
- 2 From Interface Setup, select your HR organization.
- 3 Go to the File selection tab, and enable these check boxes:
 - Onboarding
 - HRSD Real Time
- 4 Click Save.

Configuring the HRSD Real Time interface web service

Configure the web service for the HRSD Real Time interface with these steps.

- 1 Log in as the Administrator.
- 2 If your system is an on-premise installation, go to the Data menu and navigate to: **la > Business Classes > Configuration Parameters > Configuration Parameters List**.
- 3 If your system is a CloudSuite installation, navigate to **Administration Console > Administration Console > Configuration Parameters tab**.
- 4 From the Actions drop-down, select Create and add each of these parameters:

Endpoint parameter

- Component = config
- Name = HRSDREALTIMEWEBSERVICE.WSI.ENDPOINT
Note: Name value must be in all capital letters.
- Type = URL
- Length = 256
- Value = https://host/ETLWebService/ETLGenericRealtimeService.svc
Where host identifies the server and port where the web service resides.
Note: In general, the host for production sites is **erc.enwise.com**.
For test sites, the host is **erc.hers.awsdev.infor.com**.
Contact HR Service Delivery personnel if you have questions.

WSDL parameter

- Component = config
- Name = HRSDREALTIMEWEBSERVICE.WSI.WSDL
Note: Name value must be in all capital letters.
- Type = URL

- Length = 256
- Value = http://host:port/ETLWebService/ETLGenericRealtimeService.svc
Where host:port identifies the server and port where the web service resides.
Note: In general, the host for production sites is `erc.enwise.com`.
For test sites, the host is `erc.hers.awsdev.infor.com`.
Port is not required.
Contact HR Service Delivery personnel if you have questions.

Timeout parameter

- Component = config
- Name = HRSDREALTIMEWEBSERVICE.WSI.TIMEOUT
Note: Name value must be in all capital letters.
- Type = Numeric
- Length = 19
- Value = 100
Note: 1 = 1 second.

Enabling the HRSD Real Time interface web service calls

The web service calls need to be enabled for the HRSD Real Time interface to complete the configurations for the HRSD server.

- 1 Select **Administrator > Setup > Structure > Organization**.
- 2 Select the HR Organization.
- 3 From the HRSD Configuration tab, specify this information:
Note: If the HRSD Configuration tab is not displayed, click the chevron to show it.

Organization

Enter the organization code.

User ID

Enter the user ID.

Password

Enter the password for the user ID.

- 4 Click Save.

Adding custom fields and roles for HRSD Real Time interface

Roles and Custom Fields can be added through Spreadsheet Designer. The possible custom fields are Custom 1-12 and Role 2-6. Note that Role 1 is a comma separated list of the current work assignments roles assigned to the employee.

- 1 Select **Process Server Administrator > Configuration > Cross Reference**.
- 2 Click New.
- 3 Specify this information:
 - Code**
UserField
 - Source**
LTM
 - Destination**
HRSD
- 4 Create a cross reference value on the cross reference code you just created with these parameters:
 - CustomField**
Values can be Custom1 – Custom12 or Role2 – Role6.
Note: If you used 1-12 previously for Custom1-12, that format is still valid.
 - BusinessClass**
Value can be either Employee or WorkAssignment.
- 5 Create cross reference values for all custom or role fields that you want to populate.

Running the set actions for the HRSD Real Time interface

The HRSD Real Time interface is processed with the following set actions:

- The Employee Update set action is used to identify each employee that has been sent from GHR/TM to HRSD for an onboarding tour and GHR/TM hasn't received an update of the tour status from HRSD. When the employee has completed the onboarding tour in HRSD, the tour data are sent back to GHR/TM and the employee records are updated in GHR/TM.
 - The Employee Export set action is used when an employee is hired in GHR/TM, the hire action initiates an onboarding tour for that employee in HRSD.
 - The Employee Provisioning set action sends all employees from GHR/TM to HRSD that have the status Not Sent or Sent. This process is used primarily for an initial load of GHR/TM employees into HRSD. This action does not initiate a tour.
- 1 To run the Employee Update set action, select **Administrator > Utilities > Interface > HRSD Real Time Interface**.
 - 2 Select a set action to run:
 - Employee Update
 - Employee Export

- Employee Provisioning
 - HRSD Payload Size can be less than or equal to 10.
 - Check the “Resend All Employees” to reprocess all employees regardless of process status.
- 3 Click OK to run immediately.
 - 4 Click Schedule to update the scheduling options.

Reviewing HRSD Employee Provisioning errors

If an employee has errors, the status will be set to Sent, indicating it was sent to HRSD but some information was missing. The employee data will need to be corrected and then the employee provisioning set action run again to move to change the status to Complete.

- 1 Select **Administrator > Utilities > Interface > HRSD Real Time Interface > Employee Provisioning Errors**.
- 2 Review the employee statuses.
- 3 Correct the data for employees with the status of Sent.
- 4 Rerun the Employee Provisioning set action.

Verifying the employee in HRSD

Use these steps to verify that employees are sent to HRSD from the HRSD Real Time interface.

- 1 Log in to the HRSD server.
- 2 Select **Admin > Admin > Users**.
- 3 Select the employee to verify.
- 4 Scroll to view the Roles and Custom fields.

Configuring Infor Process Server processes for the interface to Infor HR Service Delivery

Employee export interface

The employee export interface process (HRSDOnboardExport.lpd) exports employee data from Talent Management when a candidate is hired as an employee, or when an employee record is updated. The interface process creates the following files:

- EmployeeExport
- EmployeeIdentificationNumberExport

- EmployeeContactExport
- EmployeeAddressExport

The status of the EmployeeExport record determines whether or not the entire set of files are processed. The Tour Taker checkbox determines whether or not the employee is eligible to complete an onboarding tour in HRSD.

Set the Tour Taker check box to false. HR Service Delivery onboarding is not supported in CloudSuite HCM.

File naming conventions

When the interface processes create text files, they use the following file naming conventions.

For employee interface files:

`HRSDSubscriberName_Onboard_Timestamp.txt`

The *Timestamp* includes both the date and the time of day.

Prerequisites and set up for the Infor Human Resource Service Delivery interface

Defining the interface setup

You must set up the interface as described in [Defining the interface setup](#) on page 13. When completing that set up, be sure to select the Preboarding and Onboarding check boxes on the File Selection tab. If Onboarding is checked, also select Employee, EmployeeIdentification Number, Employee Contact and Employee Address in the Select Items To Include section.

Configuring the organization for HRSD interfacing

The organization for which you are setting up the HRSD interface must be configured properly in order for the interface to process files correctly. On **Set Up > Structure > Organizations**, use the **HRSD Configuration** tab to specify the information required to successfully log in to the HRSD server. The values to use in the Organization Name, User ID, and Password fields are supplied by HRSD and are used by the web service that imports data from HRSD.

Configuring single sign-on authentication

If you choose to set up single sign-on authentication for Infor HR Service Delivery and Talent Management, see the *Infor Lawson 10 Authentication Configuration Guide* for more information.

Linking directly to a Landmark application form

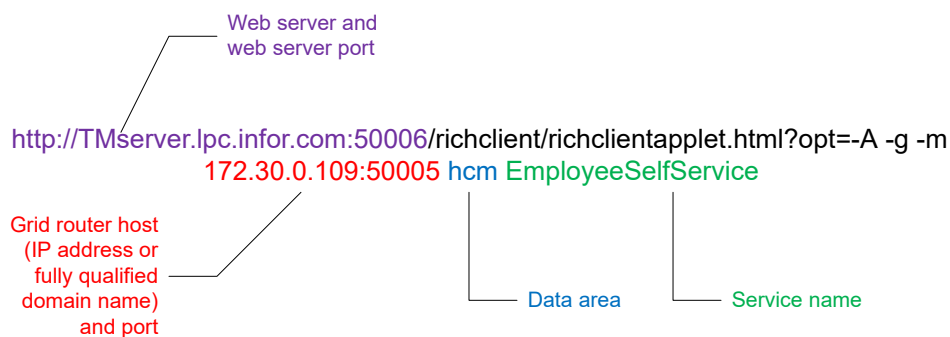
At times it may be necessary for another application to link directly to a Landmark-based application form. For example, you might want to directly access a form in Talent Management from the Human Resources Service Delivery (HRSD) user interface. In order to do this, you need to know the shortcut information for the form you want to display, and use that shortcut to set up the link.

Steps to create a link to a Landmark process board

- 1 Access Start > Applications. In the Applications tree, navigate to the process board to which you are linking. For example, you might navigate to Applications > Employee.
- 2 Press CTRL + SHIFT while clicking the left mouse button to view and copy the *Application Name* value.
- 3 Create the URL using the following format:

`http://webserver.webserverport/richclient/richclientapplet.html?opt=-A -g -m
gridrouterhost.gridrouterport dataarea ApplicationName`

For example:



- 4 Use this link to access the Landmark process board.

Steps to create a link to a Landmark list or form using the *scut* parameter

Note:

The *scut* (shortcut) parameter is used to specify the URL location to which you want to link. The URL is used instead of an application name, and allows you to link directly to a specific form or list, rather than to the main process board.

- 1 Access the form to which you are linking. For example, Employee > My Profile.
- 2 In the title bar, press CTRL + SHIFT while clicking the left mouse button. Select "Copy URL."
- 3 Encode the *scut* value using a URL encoder.

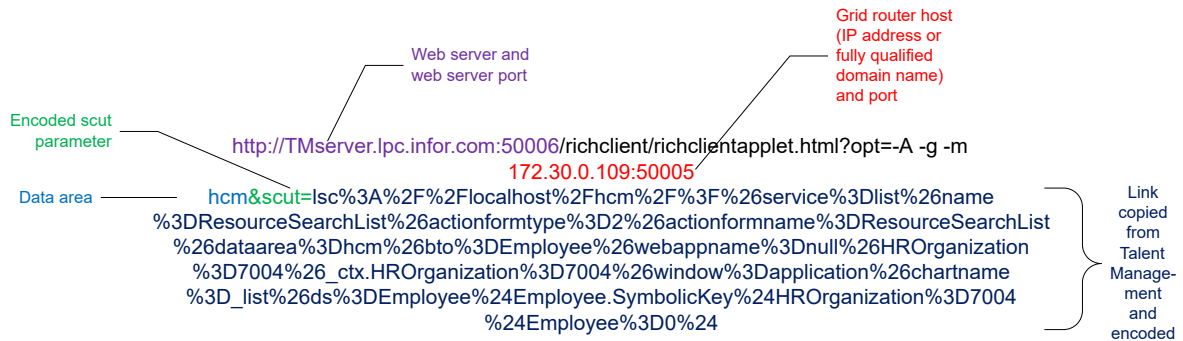
Note:

The location used with the *scut* parameter must be encoded to work properly.

4 Create the complete destination link:

`http://webserver.webserverport/richclient/richclientapplet.html?opt=-A -g -m gridrouterhost.gridrouterport dataarea&scut=scut`

For example:



5 Use this link to access the Landmark list.

Steps to create a link to a Landmark form with actor and organization context

- 1 Access the form to which you are linking. For example, Employee > My Profile > Work Assignments.
- 2 In the title bar, press CTRL + SHIFT while clicking the left mouse button. Select "Copy URL."
- 3 Paste the copied URL into a text editor.
- 4 Replace the instances of the employee number with "aa.Employee.Employee." The are three bolded instances in the example that follows.
- 5 Replace the instances of the organization number with "aa.Employee.HROrganization." The are two bolded instances in the example that follows.
- 6 Encode the edited link URL.
- 7 Create the link for the page or form using the following format:

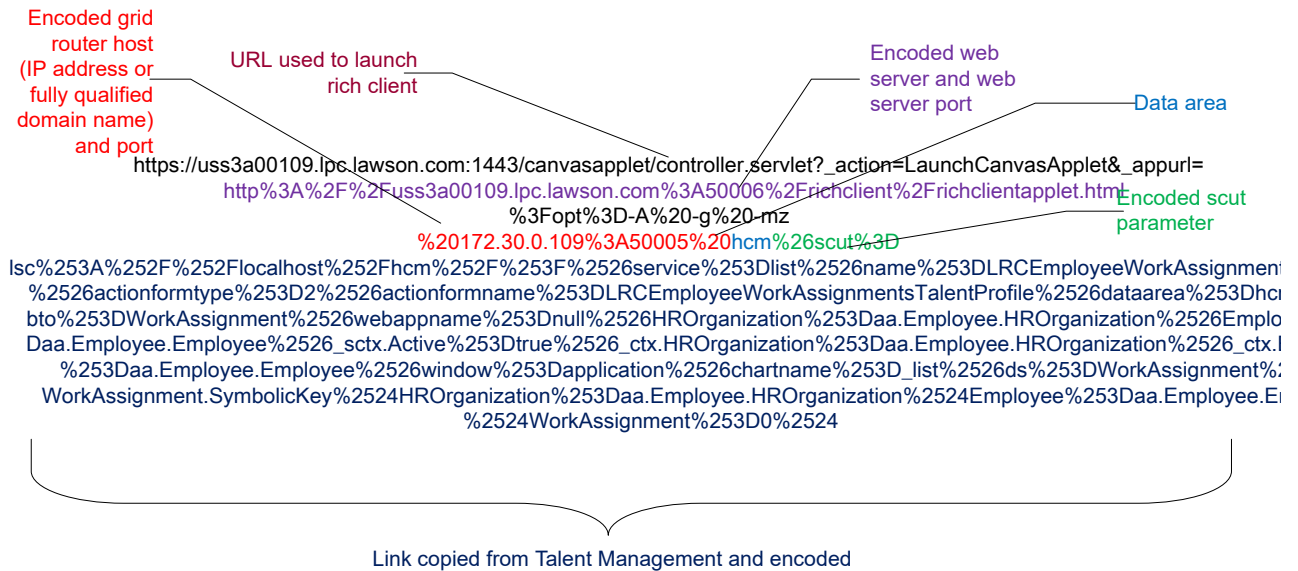
`http://webserver.webserverport/richclient/richclientapplet.html?opt=-g -m gridrouterhost.gridrouterport dataarea&scut=scut`



8 Use this link to access the Landmark list or form.

Using single sign on

You can use a single sign on option with the *scut* parameter. The following is an example of how such a link is constructed.



The single sign on is triggered by the initial URL, which is the same URL you would use to launch the rich client. The rest of the link is constructed the same way as the one of the previous examples (linking to a process board, list/form, or list/form using actor context). This particular example uses a link to list that includes the actor context information.

Creating the HRSD interface file channel and receivers

In order to import files from Infor HR Service Delivery (HRSD), you must create an HRSD file channel and file receiver for each import process.

- 1 Access Process Server Administrator > Administration > Channels Administrator.
- 2 Go to the File Channels tab and click New.
- 3 Define a file channel for HRSD.

Channel Name

Type a name for the file channel, such as "HRSD."

Is Enabled

Select this checkbox so that the file channel is available for use.

File Channel Type

Select Remote.

Directory

Type the directory on the HRSD server where the file channel will scan to find new files.

Note:

You must specify the absolute path of the directory in this field, such as "/Outbound."

File Match Case Sensitivity

Select Ignore Case.

Error File Directory

Type the directory on the Talent Management server in which the error files will be created.

Note:

You must specify the absolute path of the directory in this field, such as "e:\HRSD\error\."

Processed File Directory

Type the directory on the Talent Management server in which the processed files will be created.

Note:

You must specify the absolute path of the directory in this field, such as "e:\HRSD\processed\."

File Access Check Time In Minutes

Type how often, in minutes, the Talent Management server will check for updated files.

Host

Type the IP address of the HRSD server.

Protocol

Select the appropriate protocol, likely Sftp.

Authentication Type

Select the appropriate type of server authentication based on the information provided by HRSD. Depending on your selection, you must also enter additional user authentication information.

- 4 Click Save.
- 5 Access the File Channel Receivers tab and click New.
- 6 Define the file channel receivers.

Receiver

Type a name for the file channel receiver.

File Name

Enter a file name wild card that can be used to locate the files being received from Talent Management.

Example:

Candidate import file names follow the following naming convention:

HRSDSubscriberName_Preboard_Timestamp.txt

or

HRSDSubscriberName_Onboard_Timestamp.txt

So you might enter the following wild card in this field:

*HRSDSubscriberName_Preboard**

Process

Type the name of the Process Server interface process that is importing data from HRSD, either HRSDPreboardingImport or HRSDOnboardingImport.

Data

Select File Name.

Startup Type

Select Automatic.

- 7 Click Save.
- 8 Repeat the steps to create a file channel receiver for each of the Process Server import processes.

Create configuration parameters

If you are interfacing data from Infor Talent Management to Infor HR Service Delivery (HRSD), use this procedure to create onfiguration parameters required for the interface to run. You must also create a configuration property in Infor Process Server to specify the interface file location. These properties must be created before running the interfaces.

To verify configuration properties

- 1 In Process Server Administrator, open System Configuration.
- 2 Open the your HRSD configuration. This is named "HRSD."
- 3 Go to the Properties tab.
- 4 Verify the following properties exist and update if necessary:

Property	Description
HRSDFileDirectory	The absolute path of the location where the interface files are created. Example (for UNIX) /tmp/ Example (for Windows) "C:\Temp\"
HRSDSubscriberName	This value should be set to the value given to you by HRSD. It is used to construct the interface file names.

- 5 Click Save.
- 6 From System Configuration, open the your default configuration. This is named most likely named "main."
- 7 Go to the Properties tab.
- 8 Create or modify the following property:

Property	Description
LTM_Organization	<p>Name of the Talent Management organization from which you are interfacing records. If you do not specify an organization, the interface will run for all organizations.</p> <p>If you have both a test organization and production organization, you can use this variable to specify which organization your are using.</p>

Configure FTP connection

Note:

This step is required by only the organization unit and employees interfaces. The other interfaces do not use this FTP connection.

- 1 In Process Server Administrator, open System Configuration.
- 2 Open the your HRSD configuration. This is named "HRSD."
- 3 Go to the File Transfer tab.
- 4 Click New and define the connection to the HRSD server to which the interface data is being sent.

Host

Type the fully qualified domain name of the HRSD server. Do not include "http://" nor a port number in the host name.

User

Type the user name to use to log in to the server. This user must have write access to the server.

Password

Type the password associated with the user name.

Protocol

Select the appropriate protocol, likely Sftp.

- 5 Click Save.

Define service triggers

Use this procedure to define the triggers required for the interface export services. Define one trigger for each of the services.

To define service triggers

- 1 Access Process Server Administrator > Scheduling > By Service Definition.
- 2 Click New.
- 3 Define the service trigger as follows:

Service Name	Select the service for which you are defining the trigger, such as HRSDPreboardExport or HRSDOnboardImport.
Work Titles	Type a title for this trigger.

- 4 Click Save.

Adding fields to the Infor Talent Management to Infor HR Service Delivery interface

Use this procedure to add a field to the Infor Talent Management to Infor HR Service Delivery (HRSD) interface. You can add either standard fields or user fields that are not already included in the interface to HRSD. To add either a user or standard field to the interface, you must define values for the cross reference codes that map those Talent Management fields to the correct corresponding field in HRSD.

To add cross reference codes for interface fields

- 1 Access Process Server Administrator > Configuration > Cross Reference.
- 2 From the code list, select the UserField code that has "LTM" as the Source and "HRSD" as the Destination.
- 3 On the Values tab, click New.
- 4 Define the Talent Management Values for the code.

Business Class

Type the business class to which the user field was added (such as Candidate).

Field

Type the name of the Talent Management field being mapped to the HRSD field.

- 5 Define the HRSD Values for the code.

CustomField

Type the digits of the HRSD custom field number to which the TM field is being mapped, such as "12" for user field 12.

Is Date

If the destination field is HRSD is a date field, type "true" in this field. If it is not a date field, type "false."

- 6 Click Ok.
- 7 The next time the interface processes are run, interface records will be created for these mappings.

Enabling user access for PGP encryption and decryption

The user who performs an encryption or decryption must have access to a security class that gives access to "all crypto actions."

With some versions of Infor Landmark, the delivered role SecurityAdministrator_ST has this access. In this case, you can assign the role or a locally modified version of it to any user who needs to perform encrypt and decrypt. If you do not want the user who performs the encryption and decryption to have access to all security functions, you can also assign the security class that provides access to "all crypto actions" to another role and assign that role to the user.

Some early versions of Landmark / PGP do **not** deliver a security class that provides access to "all crypto actions" and, if you are in this situation, you must create a class for your site.

This procedure explains how to determine if the SecurityAdministrator_ST role has "all crypto actions" access, and, if it does not, provides details about requirements for the class you must create.

Determine if your SecurityAdministrator_ST role has access to "all crypto actions"

- 1 From Infor Rich Client, gen data area, select User Management > Role Management.
You will be on the Role List page.
- 2 Select the delivered role, SecurityAdministrator_ST, click the Security Classes Assigned to Role tab and then view the classes.
If the class "CryptoActions" is not assigned to the SecurityAdministrator_ST role, perform the steps in the next section ("Create a security class that provides access to 'all crypto actions'").
If the class "CryptoActions" is assigned to the role, the role has the required access. You do not need to perform the rest of the steps in "Create a security class that provides access to 'all crypto actions'").

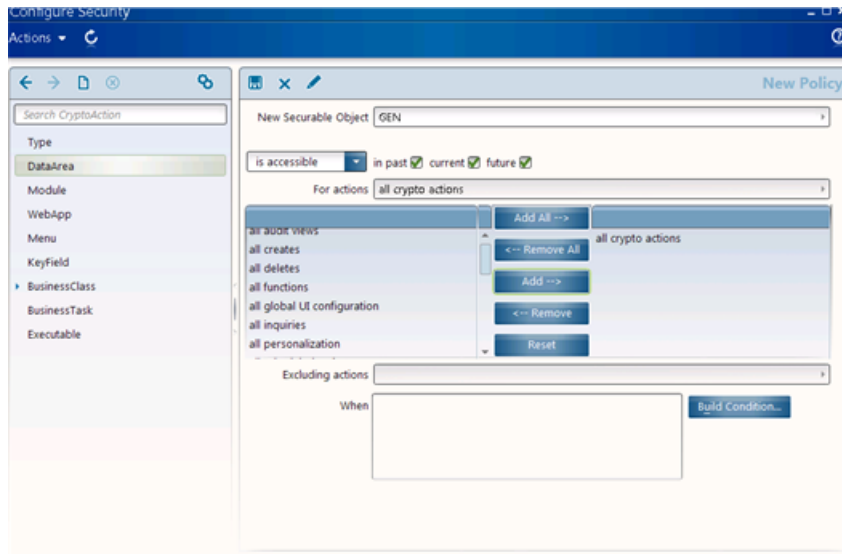
Note:

Depending on procedures at your site, you might not want to assign SecurityAdmininistrator_ST to all users who need "all crypto actions" but, if a security class containing it has been delivered, you do not need to create one.

Create a security class that provides access to "all crypto actions"

This procedure describes how to create a security class that gives security administrators the ability to encrypt and decrypt files ("all crypto actions").

- 1 From Infor Rich Client gen data area, select Start > Configure > Security.
You will be on the Configure Security Form.
- 2 On the Configure Security Form, expand Security Classes.
A list of existing security classes appears.
- 3 Select the New icon.
- 4 On the form for creating a new security class, type a Security Class Name and optionally a Description and then click OK.
You will be on the Configure Security form for the new security class.
- 5 Click Configure and then, at the next form that appears, select Data Area and then click New.



- 6 On the Configure Security form, populate the following fields:
 - New Securable Object: Select GEN
 - is accessible in past, current and future: Retain the default settings
 - Locate "all crypto actions" from the left pane and click Add--> so that it appears in the right pane.
 - If any other actions appear in the right pane, click <--Remove to send it to the left pane.
- 7 Click Save when you are finished.

Assign the CryptoActions security class to the role of the user performing the encryption or decryption actions

This section describes how to assign the CryptoActions security class you created in the previous section to a role.

Note:

These procedures assume that:

- The security class you created in the previous procedure is called "CryptoActions."
 - The role you plan to assign the class to is called "MySecurityAdministrator."
- 1** From Infor Rich Client, gen data area, select User Management > Role Management.
You will be on the Role List page.
 - 2** Select the role that you want to have access to "CryptoActions" (for example, MySecurityAdministrator).
You will be on the Role page.
 - 3** With the role you are updating selected, move to the Security Classes Assigned to Role tab and then click the New icon.
You will be on the Role Security Class form.
 - 4** Populate the following fields:
 - Data area: Select "gen" from the dropdown.
 - Security class: Select the rule you created, (for example, "CryptoActions") from the dropdown.
 - 5** Click Action > Save when you are finished.

Managing PGP Key Pairs

This procedure explains how to create, upload and download PGP key pairs.

Key pairs are maintained as service properties in the Infor Landmark gen database.

These procedures are performed using the Infor Landmark security administration tool (secadm). Persons performing these procedures must be administrators and must be familiar with the secadm utility.

Accessing the secadm utility key management menu

To use the PGP key management tools, you must be an Infor Security administrator with access to the secadm tool.

- 1** From a command line in the Infor Landmark system, type `secadm -m`
and, if prompted, type the password
- 2** Select Service Management and then, from the menu that follows, select PGP Key Management.

- 3 From the list of options that appears, select the menu option for the task that you want to perform. More details about each task are in the subsections that follow.

Generating a key pair

This procedure saves a public/private key pair in the Infor Landmark gen database where they are stored as service properties.

- 1 From the Key Management menu options, select "Generate PGP Key Pair for a service."
- 2 At the prompt for service name, type the name of the service for which you want to generate a key pair (for example, SSOPV2) and then press Enter.
A message that the key pair has been created indicates success. If you receive an error message, review the message and troubleshoot the problem.

Uploading a PGP key

This procedure uploads a public key sent from another system so that files can be encrypted before sending to that system.

If you use TM and HRSD, you would use this procedure to upload a public key from HRSD that can be used to encrypt a file before sending the file from TM to HRSD.

- 1 From the Key Management menu options, select "Upload PGP Public Key for a service."
- 2 At the prompt for service name, type the name of the service for which you want to upload a key pair (for example, the HRSD service, which is likely to be called "enwisen") and then press Enter.
- 3 At the prompt, type the location where you want the key to be sent.
A message that the key pair has been uploaded indicates success. If you receive an error message, review the message and troubleshoot the problem.

Downloading a PGP key

This procedure downloads (saves) a public key that you will send to another system so that they can encrypt files sent to Infor Landmark.

If you use TM and HRSD, you would use this procedure to download a public key that you will send to another system so that they can encrypt files sent to TM.

- 1 From the Key Management menu, select "Download PGP Public Key of a service."
- 2 At the prompt for service name, type the name of the service for which you want to download a key pair (for example, SSOPV2) and then press Enter.
- 3 At the prompt, type the location where you want the key to be saved.
A message that the key pair has been downloaded indicates success. If you receive an error message, review the message and troubleshoot the problem.

Deleting a key pair

This option deletes the public and private key pair (if it exists) for the service. Perform this procedure only if you no longer need a key pair. After you delete a key pair, it cannot be retrieved.

Note:

Do not use this procedure if your intent is to revoke a key.

- 1 From the Key Management menu, select "Delete PGP Key Pair of a service."
- 2 At the prompt for service name, type the name of the service for which you want to delete a key pair (for example, SSOPV2) and then press Enter.

A message that the key pair has been downloaded appears.

Encrypting Files in the PGP Protocol

This topic describes the command for encrypting using the PGP protocol.

This procedure must be performed by an Infor Security administrator or a user who has been given access to a role containing the appropriate access rights. The delivered name of the class that contains these rights is "CryptoActions_ST".

From a command window in the Infor Landmark environment, type

```
encrypt <encryption_type> <service_name> <path\filename>
```

where

<encryption_type> = pgp in this case

<service_name> = the name of the destination service for the encrypted file(s)

Note:

If you are sending files from HRSD to Talent Management, the name of the service is likely to be "enwissen".

<path\filename> = the absolute path and name for the file that you want to encrypt

Example:

```
encrypt pgp enwissen E:\SensitiveData\Folder\SensitiveDataFile.txt
```

When the encryption is complete, the screen displays DONE.

Other interface topics

View interface records

In Utilities > Interface > HRSD Real Time Interface or HRSD Interface, you can view the various type of records that have been interfaced to and from Infor HR Service Delivery. An exclamation point icon indicates records that have changed since the last time the interface was run. For each type of record, there are three tabs of information: Errors, Not Processed, and All. The Errors tab lists records that

may need further action, but that have been interfaced to or from Talent Management. The errors do not cause the entire interface process to fail, but those records are not available in the destination application. The records listed on the Not Processed tab have not yet been interfaced to or from Talent Management.

Interface statuses

Each record in the interface file has a Status associated with it. The Interface records' status values are updated after the records have been interfaced. The available statuses are:

Status	Description
1 - Not Processed	These records will be processed the next time the interface is run.
2 - Processed	These records have already been successfully interfaced to or from HRSD.
3 - Error	There has been an attempt to interface these records to or from HRSD, but an error has occurred. Use the Errors tab to view these records.
4 - Not Applicable	This status is assigned to those records that are included in the interface file, but are not going to be interfaced. For example, future dated records and history corrections are included in the export file, but they are assigned this status so that they are not sent to HRSD.

Chapter 8: Interfacing to Infor Talent Science

This chapter includes information on using Infor Talent Science.

When Infor Talent Management clients have the Infor Talent Science application, candidate or employee assessment information can be sent from Infor Talent Science to Infor Talent Management. The assessment data is sent to Infor Talent Management, where the web service triggers the assessment update action. The HR admin reviews the InBasket data and completes the new employee data entry.

The configuration steps required in Infor Talent Management to receive hire information from Infor Talent Science are:

- Infor Talent Management: On the **HR Organization > Configuration tab**, select the **Enable Talent Science** check box.
- Infor Talent Management: On the **HR Organization > Configuration tab**, click the **Configure Talent Science** link to set up the web service and other parameters. See [Interfacing candidates and employees to Talent Science](#) on page 124.

The Infor Talent Science application requires configuration and setup to customize the web services. For more information, contact your Infor Talent Science technical consultant.

Interfacing candidates and employees to Talent Science

Follow these steps to configure the integration of candidate and employee assessment information from Infor Global HR and Infor Talent Management to Infor Talent Science with these steps.

- 1 To configure the integration of candidate and employee assessment information, log in as the Administrator.
- 2 To enable the Talent Science features, navigate to **Administration > Setup > Structure > Organization**.
- 3 On the **Configuration** tab, enable **Talent Science**.
Note: Talent Science ATS Of Record is not used.
- 4 Click **Save**.
- 5 Click the **Configure Talent Science** link.

- 6 For details for the **Organization Talent Science Configuration** section, contact your Infor Talent Science technical services consultant to provide values for Partner Code, Partner Company Code, User Name, and Password.
- 7 In the **Configuration Parameters** section, specify the URLs for the web service interoperability (WSI) endpoints and web service definition language (WSDL) parameters as provided by your Infor Talent Science technical services consultant.

Note: Host:port in these URL represents the server and port where the web service resides.

Assessment Order WSI Endpoint

Specify the URL in the format:

`http://host:port/pa/partnerTalentManagementRequest.do`

Assessment Order WSI WSDL

Specify the URL in this

format:`http://host:port/pa/partnerTalentManagementRequest.do`

Assessment Update WSI Endpoint

Specify the URL in this format:

`http://host:port/ws/services/PATalentScienceDataService`

Assessment Update WSI WSDL

Specify the URL in this format:

`http://host:port/ws/services/PATalentScienceDataService`

Assessment Status Request WSI Endpoint

Specify the URL in this

format:`http://host:port/pa/partnerTalentManagementStatusRequest.do`

Assessment Status Request WSI WSDL

Specify the URL in this format:

`http://host:port/pa/partnerTalentManagementStatusRequest.do`

- 8 The fields in the **Service** section do not need to be edited or changed. They are populated during the orchestration process and are for informational purposes.
- 9 Work with your Infor Talent Science technical services consultant to create assessment packages. See [Adding assessment package records](#) on page 126.
- 10 Identify the Talent Management **Positions** that you wish to transfer data from Talent Science and enable the **Talent Science Integration Profile** check box. See [Adding assessment package records](#) on page 126.
- 11 Requisition information can be interfaced to the Talent Science system where a position has a **Talent Science Integration Profile** value defined. When a requisition is created for this position, the data transfers via a web service call to Talent Science when the requisition moves into the status of Pending.

Adding assessment package records

For Infor Talent Science and Infor Talent Management integration of assessment information, the assessment packages must be created and the positions must have assessment packages identified.

To add assessment package records:

- 1 Select **Administrator > Setup > Talent Science > Assessment Packages**.
- 2 Define the **Assessment Packages** and save your changes.
- 3 Select **Administrator > Setup > Jobs and Positions > Positions**.
- 4 Select the position for which you are enabling a Talent Science assessment.
- 5 On the **Detail** tab, in the Talent Science Integration section, in the **Profile** field, specify the name of the **Assessment Package** for this position.
- 6 Save your changes.

Chapter 9: Interfacing to Absence Management

Data can be exported from and imported into Absence Management using Infor Process Server processes. The interfaced data includes:

- Creating CSV files to export balances from Absence Management to a generic or Infor Workforce Management format
- Creating CSV files for Infor Human Resources Payroll to send employee balances via FTP
- Creating the SourceSystemJournalEntry Business Object Document (BOD) through ION to export general ledger transactions from Absence Management

Note:

Instructions for initial set up or loading of Absence Management data are not included in this chapter. This chapter discusses the ongoing export and import of data to and from Absence Management.

The Absence Management interface processes do not send any records that are future-dated or are history corrections. Such records are included in the export files, but their statuses are set to Not Applicable, therefore excluding them from the interface. The interface processes send only records with a status of Not Processed.

The interface processes are run on the schedule you set up in Infor Process Server or can be processed immediately when that option is selected for the organization.

Absence Management interfaces

Infor Process Server processes are used to interface data to and from Absence Management.

Employee balance export (generic) interface

The balance export interface creates a pre-defined generic file from the Absence Management application of an employee's absence plan balances using Infor Process Designer. A Balance Rule must be configured to interface with the balance type. Refer to the *Absence Management User Guide* for more information about balance rules.

To run this interface, select **Administrator > Utilities > Interface > Absence Interface > Export Records > Balances**.

Fields in the Balance export file

Company

Fields in the Balance export file

Employee

AbsencePlan

StructureGroup

Position

AccruedHours

AvailableHours

AllotmentHours

ReservedHours

CarryoverHours

AccruedEarnings

AvailableEarnings

AllotmentEarnings

ReservedEarnings

CarryoverEarnings

Currency

Employee balance export to Infor Workforce Management interface

The balance export to Infor Workforce Management interface action exports available balance records from the Absence Management application using Infor Process Designer to the defined WFM employee_balance.csv format.

The FTP option is the default for this interface.

The Infor Workforce Management balance import process will be required after the file is transferred.

To run this interface, select **Administrator > Utilities > Interface > Absence Interface > Export Records > Balances**.

General Ledger export interface

The export to general ledger interface action exports general ledger transaction activity for absence plans that have general ledger rules. For each plan type and plan, balances by employee are exported.

To run this interface, select **Administrator > Utilities > Interface > Absence Interface > Export Records > General Ledger**.

Select the **All** tab and run the **Process All Records** action.

Employee balance export to Infor Human Resources (LT31 and LT531)

The employee balance export from Absence Management to Infor Human Resources is described in [Interfacing data to Infor HR Management](#) on page 44.

- The Employee Balance Export LT531 interface creates a CSV file that is sent via FTP to Infor Human Resources. This mass export method is the most efficient for exporting transactions.
- The Employee Balance Export LT31 interface creates a direct interface. This method is less efficient, and no longer recommended.

Set up for the Absence Management interface

Customers decide how often to interface data to and from Absence Management (for example, once per hour, once per day) and configure Process Server Scheduler to run on their interface schedule.

Use these procedures to configure and test your Absence Management interface.

Defining the interface setup

You must set up the interface as described in "Define export service triggers" and complete these procedures.

Enabling balances interface options

Before creating Absence Management interfaces, you must enable balances interface options for balance rules. These settings must be defined:

- Which balances to be included in interface files
- Available hours or earnings balances
- How balance descriptions will be displayed in the interface

Follow the steps in the *Absence Management User Guide* for "Setting Up Rules > Balance Rules > Enabling balances interface."

Configuring the interface settings

Use these steps to configure the interface settings.

Note:

Business classes must be selected to create interface records.

- 1 Select Administrator > Utilities > Interface > Setup.

- 2 Select the organization and create a setup record with the interface type set to Trigger.
- 3 Select the File Selection tab.
- 4 In the Select the Interfaces to Include section, check the Workforce Management check box if you are using the Infor Workforce Management interface.
- 5 Select all the Absence check boxes in the Select Items to Include section.
- 6 Continue with the steps for [Configuring cross references](#) on page 130 and [Create configuration parameters](#) on page 89.

Configuring cross references

Use the instructions in "Creating cross reference codes" in "Overview and setup" to map these data fields.

When defining the cross-reference codes, these listed codes are required to interface data from Absence Management to Talent Management. The interface will not function properly if these codes are removed.

In Process Server Administrator, select Configuration > Cross Reference and define values for:

- ServiceCode
- ReasonCode (the reason for the absence)
- HROrganization (Organization)
- HROrganizationUnit (not required)
- Employee
- ProcessLevelDept
- Position
- PayRateCurrency (not required)
- BalanceName (for Balance export to Infor Workforce Management interface)

Create configuration parameters

If you are interfacing data to or from Absence Management, use this procedure to create configuration parameters for the Infor Process Server to specify the interface file details. These parameters must be entered before creating the interface files.

Creating the configuration parameters for Absence Management

- 1 Select Process Server Administrator.
- 2 Select Configuration > System Configuration > ABM.
- 3 Specify the values for the ABM Configuration Properties.

Property	Description
BalanceExport_DestinationDirectory	The destination directory where the balance data file is created for export from Absence Management Examples: /tmp/ (example for a UNIX host) "C:\\Temp\\" (example for a Windows host)
BalanceExport_DestinationSystem	The destination system name for the balance data file exported from Absence Management
BalanceExport_FTPDestinationDirectory	The destination directory for the FTP location of the balance export file from Absence Management Examples: /tmp/ (example for a UNIX host) "C:\\Temp\\" (example for a Windows host)
BalanceExport_FileName	The file name for the balance export file created from Absence Management
BalanceExport_UseFTP	The setting to identify if the exported balance files are sent via FTP to a server after creation (true or false)

- 4 Click Save.

Creating the configuration parameters for Infor Workforce Management

Note:

Configure the WFM parameter if you are creating Absence Management files to be used with Infor Workforce Management.

- 1 Select Process Server Process Server Administrator.
- 2 Select Configuration > System Configuration > WFM.
- 3 Specify the value for the following property.

Property	Description
HRAdminEmailAddress	hradmin@PfiConfigurationProperty_HRAdminE-mailAddress
HRAdminFromEmailAddress	hradmin@PfiConfigurationProperty_HRAdmin-FromEmailAddress
InterfaceUsePositionShortDescription	Identifies if Position ShortDescription (true) or Auto-Sequence (false) should be used
InterfaceUseSupervisorShortDescription	Identifies if Supervisor ShortDescription (true) or Auto-Sequence (false) should be used
LTM_FTPSourceDirectory	"/tmp/" (example for a unix host) "c:\\temp\\" (example for a windows host)
LTM_Organization	Organization used for Work Force Management Interface
ProcessFutureEmployees	Would you like to process future dated employee records (true or false)
WFMEmpSkillExportFileName	File Name used by the WFMEmployeeSkillExport
WFMEmployeeBalanceFileName	Use the filename: employee_balance.csv
WFMJobExportFileName	File name used by the WFMJobExport
WFMSkillMasterExportFileName	File name used by the WFMSkillMasterExport
WFMTeamExportFileName	File name used by the WFMTeamExport
WFMEmployeeExportFileName	File name used by the WFMEmployeeExport

- 4 Click Save.

Configuring an FTP connection

This step is required if you are sending the file via FTP protocol. If you are not sending files via FTP, then skip these steps.

- 1 Select the File Transfer tab.
- 2 Click New and define the connection to the server to which the interface data is sent.

Host

Specify the fully qualified domain name of the server. Do not include "http://" or a port number in the host name.

User

Specify the user name to log in to the server. This user must have write access to the server.

Password

Specify the password associated with the user name.

Protocol

Select Ftp.

- 3** Click **Save**.

Chapter 10: Interfacing to Benefits Management

Data can be exported from Infor Global HR Benefits to Infor HR Management for Payroll and imported from Infor HR Management - Payroll into Infor Global HR Benefits using Infor Process Server processes. The interfaces are:

- export benefit standard time records
- export employee benefit deductions
- import benefit hours worked
- import year-to-date benefit contribution and defined benefit contribution history

Note:

Instructions for initial set up or loading of Benefits data are not included in this chapter. This chapter discusses the ongoing export and import of data to and from Benefits.

The interface processes are run on the schedule you set up in Infor Process Server or can be processed immediately when that option is selected for the organization.

The Benefits interface processes do not send any records that are future-dated or are history corrections. Such records are included in the export files, but their statuses are set to "Not Applicable," therefore excluding them from the actual interface. The interface export processes send only records with a Not Processed status. The interface import process will process records with a Not Processed or Error status.

Benefits interfaces

The Benefits import interfaces uses a process flow to pull data directly from the database table to create the import records. You can review these records on the Not Processed tab of the interface. Once that process is completed, an action automatically runs to process the records. If there are errors, they are displayed on the Errors tab.

Standard time record export interface

The benefit standard time records export process sends data from Infor Talent Management to Infor HR Management for Standard Time Record (PR30.1).

To review the benefit standard time record export:

Select Benefits > Utilities > Interface> Export Records > Standard Time Record

or

Select Administrator > Utilities > Interface > Benefits Interface > Export Records > Standard Time Record

Create standard time record load export

To review the Create Standard Time Record Load export:

Select Benefits > Utilities > Interface > Export Records > Create Standard Time Record Load Export

or

Select Administrator > Utilities > Interface > Benefits Interface > Export Records > Create Standard Time Record Load Export

Standard deductions export interface

The employee benefit deduction export process sends data from Infor Talent Management to Infor HR Management for Employee Deduction (PR14.1). As a deduction is created or changed in Talent Management, it is written to the export table as a Benefit Deduction Export Record.

To review the employee benefit deduction export:

Select Benefits > Utilities > Interface > Export Records > Standard Deductions

or

Select Administrator > Utilities > Interface > Benefits Interface > Export Records > Standard Deductions

Employee deduction run history export interface

Create deduction load export interface

Employee deductions PR514 export interface

One-time deductions export interface

The employee benefit one-time deduction export process sends data from Infor Talent Management to Infor HR Management for one-time deductions to payroll. User adds a one-time deduction that is sent with a process flow used to create records in payroll. Only new transactions are sent; updates and deletes are not sent.

To review the employee one time deduction export:

Select Benefits > Utilities > Interface > Export Records > One Time Deductions

or

Select Administrator > Utilities > Interface > Benefits Interface > Export Records > One Time Deductions

Resource benefits export interface

The Resource Benefits Export captures changed benefits data to interface to a provider/third-party payroll administrator. Set up requires:

- The Benefits module must be enabled on **Interface Setup**.
- Employee deduction is enabled on **Interface Setup**.
- The export for the specific benefit plans must be enabled.

This captures data for:

- Employee/retiree benefit enrollment (including gratuity and leave travel allowance)
- Dependent benefit enrollment
- Beneficiary designation
- Investment designation
- Specific Resource/Retiree/Dependent changes (address, contact, name, etc., show an Action Type of Update)

To review the Resource Benefits export:

Select Benefits > Utilities > Interface > Export Records > Resource Benefit Export

or

Select Administrator > Utilities > Interface > Benefits Interface > Export Records > Resource Benefit Export

COBRA participant benefit export

The COBRA Participant Benefit export creates records for finalized benefits. Full-enrollment processing must be selected for the benefits setup for the organization.

The COBRA participant benefit export is only enabled for benefit plans that enable this. This can be done at Benefits > Utilities > Interface > Interface Set Up > Benefits Plan tab or Benefits > Plans > Benefit Plans > open a plan > on the Exports tab.

To review the COBRA Participant Benefit export:

Select Benefits > Utilities > Interface > Export Records > COBRA Participant Benefit export

or

Select Administrator > Utilities > Interface > Benefits Interface > Export Records > COBRA Participant Benefit export

COBRA occurrence export

The COBRA Occurrence export creates records for the participant, the occurrence, the benefits plans in effect, and participant dependents. Occurrence-only processing must be selected on the benefits for the organization.

To review the COBRA Occurrence export:

Select Benefits > Utilities > Interface > Export Records > COBRA Occurrence export

or

Select Administrator > Utilities > Interface > Benefits Interface > Export Records > COBRA Occurrence export

Import benefit hours worked interface

The benefit hours worked import process uses the PRTIME database file from Infor HR Management to load data to Infor Talent Management to the business class "BenefitHoursWorkedImport" (staging table) and runs the action "CreateAllBenefitHoursWorked," and then updates "BenefitHoursWorked."

To review the benefit hours worked import:

Select Benefits > Utilities > Interface > Import Records > Benefit Hours Worked

or

Select Administrator > Utilities > Interface > Benefits Interface > Import Records > Benefit Hours Worked

Import benefit deduction amount interface

This import process includes the year-to-date benefit deductions and for all plans. You must enter the year for the calculation. This import runs for all plans.

To review the year-to-date benefit deduction import and monitor for processing errors, select Benefits Manager > Utilities > Interface > Import Records > Benefits Import Records > Benefit Deduction.

Set up for the Benefits interface

The Benefits interfaces write data to table or flat files and process the information with Infor Process Server.

Use the information and procedures in this section to complete these tasks and test your interface.

Defining the Benefits interface setup

You must set up the interface as described in "Define export service triggers" and complete these procedures.

Configuring the interface settings

Perform the following steps to configure the interface settings.

Note:

Business classes must be selected to create interface records.

- 1 Select Administrator > Utilities > Interface > Setup.
- 2 If not already set up, select the organization and create a setup record with the interface type set to Trigger.
- 3 For the benefits interfaces that require a year value, you must set up the variable for the year. The variable type is an integer, for example 2015. You may choose to create multiple triggers for multiple years.
- 4 Click the File Selection tab, in the Select Items to Include section, check all the Benefits check boxes.
- 5 Continue with the steps for entering deduction codes and configuring cross references.
- 6 Continue with the steps for configuring Process Server Administrator.

Entering deduction codes

In Infor HR Management, set up deduction codes that correspond to the deduction codes in Infor Talent Management. Deduction codes must be the same in both systems.

Configuring cross references

Use the instructions in "Creating cross reference codes" in "Overview and setup" to map these data fields.

When defining the cross-reference codes, these listed codes are required to interface data from Benefits Management to Talent Management. The interface will not function properly if these codes are removed.

Note:

If the values are identical, no cross reference mappings are required.

In Process Server Administrator, select Configuration > Cross Reference and define values for:

- DeductionCode
- HROrganization (Organization)
- PaySummaryGroup
- BenefitPlan

Ensure that the following codes are already mapped:

- Currency
- PayCode
- Employee
- BalanceType

The following cross references are generated automatically as the export runs:

- EmployeeDeductionMaster
- StandardTimeRecord

Create configuration parameters

If you are interfacing data to or from Benefits Management, use this procedure to create configuration parameters for the Infor Process Server to specify the interface file details. These parameters must be entered before creating the interface files.

To create configuration parameters for Benefits Management:

- 1 Access Process Server Administrator.
- 2 Navigate to **Configuration > System Configuration > Benefits**.
- 3 Enter the values for the following information:

Property	Description
BenefitsFileDirectory	The destination working directory for the export files from Benefits Management Examples: /tmp/ (example for a UNIX host) C:\\Temp\\(example for a Windows host)
Organization	Enter the organization for the interface or leave blank for all organizations
PR514_FTPSourceDir	Directory where the CSV file to be used by PR514 is created In multi-tenant, this can be blank
PR514_FTPTargetDir	Directory on the HRM server where PR514 looks for the CSV file
PR514_FileName	File name for the CSV to be processed by PR514 This will normally be DEDLOADCSV
RunPR514	If set to "true", the flow will run the PR514 after moving the file to HRM If used, a web run connection must be configured on the Benefits configuration The user that is used on that configuration needs to have access to HRM and to run the PR514 job There needs to be a job for that user defined for PR514 called PR514GHR .

Property	Description
UseCSVInterface	Set this to "true"

- 4 Click **Save**.

Create file channel and receivers for Benefits Management PR935/PR514 interfaces

To export files from Infor Global HR to Infor Human Resources Payroll when resources enroll in deductions, you must create a file channel and file receiver for the export process.

- 1 Navigate to **Process Server Administrator > Administration > Channels Administrator**.
- 2 On the **File Channels** tab, click **New**.
- 3 Define a file channel for Benefits.

Channel Name

Type a name for the file channel, such as **BenefitsImports**.

Description

Enter the description for the channel.

Is Enabled

Select this check box so that the file channel is available for use.

File Channel Type

Select **Remote**.

Source File Directory

Enter the directory in HRM where PR935 is creating the files.

Note:

You must specify the relative path of the directory in this field, such as **/PRGHR/**.

File Match Case Sensitivity

Select **Ignore Case**.

Error File Directory

Enter the directory in Infor Global HR where the files are written if an error occurs during the transfer.

In multi-tenant applications, enter **Error**.

In Progress File Directory

Enter the directory in Infor Global HR where files are written with a successful transfer.

In multi-tenant applications, leave this blank. Then select the check box for **Accept Empty Directory** to confirm the blank directory.

File Scan Interval time in Minutes

Select how often, in minutes, the Infor Global HR server scans for updated files.

Host, Protocol, User, and Password

Enter the FTP configuration for the HRM FTP server.

- 4 Click the **Test Connection** button to validate the FTP configuration parameters.
- 5 Click **Save**.
- 6 Select the **File Channel Receivers** tab and click **New**.
- 7 Define the file channel receivers.

Receiver

Enter **PRP***.

Process

Enter **HRMBenefitPayrollImport**.

Data

Enter **File Name**.

Startup Type

Select **Automatic**.

- 8 Click **Save**.

Chapter 11: Interfacing to Symmetry

Symmetry is a tax forms solution that can be integrated with Infor Global HR and Infor Talent Management.

- For customers who use Symmetry as their tax forms solution, the administrator can create a CSV file containing tax form data and use the file to update employee deductions in Infor HR Management. The FTP process must be configured.
See [FTP connections](#) on page 142 and [Generating a CSV file](#) on page 151.
- For candidates to access Symmetry in Transition Management, the customer must have implemented Transition Management and the Symmetry tax forms solution. Symmetry must be active and configured in Transition Management.
See Configuring the Symmetry integration in the *Infor Transition Management Configuration Guide*.
- Employees access Symmetry tax forms in Employee Self-Service. The customer must have implemented the Symmetry tax forms solution. Symmetry tax forms must be active and configured in Infor Global HR.
See Enabling employee access to Symmetry tax forms in the *Infor Global HR and Infor Talent Management Setup and Administration Guide*.

FTP connections

Infor Global HR must be configured to set up the FTP process. This process is used to move the file from Infor Global HR to an SFTP server that is accessed by Infor HR Management.

Creating the file transfer connection

- 1 Select **Process Server Administrator > Configuration > System Configuration**.
- 2 Open the main configuration set.
- 3 Click the **File Transfer** tab.
- 4 Click **Create**.
- 5 Specify this information:

Configuration Name

Leave this field as the default value of `main`.

Host

Specify the host.

Protocol

Select `sftp`.

Enable Host Key Checking

Optionally, select this check box to enable host key checking.

Authentication Type

Select `User and Password`.

User

Specify the user name.

Sftp Password

Specify the SFTP password.

Time Out (In Seconds)

Specify the seconds for the time out value. The default is 60.

File System

Select `Local`.

- 6 Click **Test Connection**.
- 7 Click **Save**.

Creating the HRM service

Use this procedure to create the service on the HRM Landmark.

- 1 In the Infor Rich Client, search for **Service** or access the Security System Management application.
- 2 Click **Service**.
- 3 Click **Create**.
- 4 Specify this information:

Service

Specify `HRM`.

Service Type

Select `Form Based`.

Version

Select `Version 020`.

Service Protocol

Select **HTTP Only**.

- 5 Click **Save**.

Creating the encryption key

- 1 Open the command window for the HRM Landmark environment.
- 2 At the prompt, type `secadm -m`.
- 3 Press Enter.
- 4 On the secadm menu, type `26` to select Key Management.
- 5 Press Enter.
- 6 On the Key Management menu, type `1` to select Generate a PGP key pair for a service.
- 7 Press Enter.
- 8 At the prompt for the service name, type **HRM**.
- 9 Press Enter. The results are displayed with the `Successfully generated the PGP key pair for service: HRM message`.

Creating the GHR service

Use this procedure to create the service on the GHR Landmark.

- 1 In the Infor Rich Client, search for **Service** or access the Security System Management application.
- 2 Click **Service**.
- 3 Click **Create**.
- 4 Specify this information:
 - Service**
Specify **HRM**.
 - Service Type**
Select **Form Based**.
 - Version**
Select **Version 020**.
 - Service Protocol**
Select **HTTP Only**.
- 5 Click **Save**.

Attaching the encryption key

- 1 Select **gen > Service List > Open HRM Services**.
- 2 Click the **Service Properties** tab.
- 3 From the **Actions** menu, select **Upload PGP Public Key**.
- 4 Click **Browse**.
- 5 Select **HRM_PGPPublicKey.asc** and click **Open**.
- 6 Click **Save**.

Defining the system properties

- 1 Select **Process Server Administrator > Configuration > System Configuration**.
- 2 Open the main configuration set.
- 3 Click **Properties**.
- 4 Search for **LTM_FTPSourceDirectory**.
- 5 Open the record.
- 6 On the **System Property** page, in the **Value** field, specify a value for the location.
- 7 Click **Save**.

Loading delivered content to format the CSV file

Load delivered content to generate the CSV file in the correct format.

See [Loading delivered content for file creation](#) on page 25.

- 1 Select **Administrator > Utilities > Interfaces > File Creation Utility > Delivered Content**.
- 2 On the **Mappings Delivered Content** page, select **Check For Mappings Content**.
- 3 Optionally, complete the schedule form to update the content with specific parameters.
- 4 Select **Tax Form Data Export to HRM**.
- 5 Click **Load**.

Activating the file creation setup

- 1 Select **Administrator > Utilities > Interfaces > File Creation Utility > File Creation Setup**.
- 2 Open **Tax Form Data Export to HRM**.
- 3 Select the **Active** check box to activate the setup.
- 4 In the File Processing section, from the **Flow To Process File** menu, select **FCU_Symmetry**.
- 5 Click **Save**.

Creating the data mapping for the company

Optionally, if the HR organization in Infor Global HR is different from the company in Infor HR Management, create the data mapping for the **Company** column.

See [Defining column mappings](#) on page 37

- 1 Select **Administrator > Utilities > Interfaces > File Creation Utility > File Creation Setup**.
- 2 Open **Tax Form Data Export to HRM**.
- 3 Click the **Mappings** tab.
- 4 On the **Column** panel, open the record for the company.
- 5 Click the **Data Mapping** tab.
- 6 Click **Create New Record**.
- 7 Specify this information:
 - Compare Type**
Select **Equal**.
 - From Value**
Specify the value of the HR organization.
 - Alpha To Value**
Specify the value of the company.
 - Description**
Specify a description. For example, **Translate HROrg to HRM Company**.
- 8 Click **Save**.
- 9 Repeat these steps for each row in delivered content .

HRM connections

This process is used to configure HRM to receive and process the interface files.

Before you begin, make sure that you have performed these tasks:

- Install 2020 W-4 JTs.
- Install Process Flow.
- Install the HRMS Service Encryption Key.

Overview of the HRM process

After the HRM file channel picks up the `GHRHRMSym*` file, these steps are completed by the `FileChannelGHRtoHRMSym` process flow:

- 1 The CSV file is decrypted.
- 2 If the Symmetry files exist in the stage directory and the destination directory, the CSV file is moved to the stage directory. If the Symmetry files do not exist in the stage directory and the destination directory, the CSV file is moved to the process directory and PR514 is run.
- 3 If a backup source file flag is set to **Yes**, the file is moved to the backup directory.

Creating the file transfer configuration set

- 1 Select **Process Server Administrator > Configuration > System Configuration**.
- 2 Click **Create**.
- 3 In the **Name** field, specify **FileTransferGHRHRM**.
- 4 Optionally, add a description.
- 5 Click **Save**.
- 6 Define the properties for the file.
 - a For the file transfer configuration set, click the **Properties** tab.
 - b Click **Create**.
 - c Specify this information. Names must match and are case sensitive.

AutoRunImport

Select **Y** to automatically run programs. Select **N** to move files without running programs.

BackupFiles

Select **Y** to back up files to the backup directory. Select **N** for no backups.

EmailFrom

Specify the email address of the sender.

EmailTo

Specify the email address of the recipient.

FTPBackupDirectory

Specify the backup directory for FTP nodes.

FTPDestinationDirectory

Specify the destination directory for FTP nodes. This directory must be the same as the destination directory for HRM nodes.

HRMDestinationDirectory

Specify the destination directory for file access nodes. This directory must be the same as the destination directory for FTP nodes.

FTPStageDirectory

Specify the stage directory for FTP nodes. This directory must be the same as the stage directory for HRM nodes.

HRMStageDirectory

Specify the stage directory for file access nodes. This directory must be the same as the stage directory for FTP nodes.

Note: Depending on your system, the format for the FTP nodes and the format for the file access nodes might be different. They must still point to the same directory.

JobNameSym

Specify the PR514 job name for the Symmetry file.

JobOwner

Specify the user name under which the job name is set up.

ProductLine

Specify the HRM data area.

- d Click **Save**.
- 7 Define the Infor Lawson connections.
 - a For the file transfer configuration set, click the **Infor Lawson** tab.
 - b Click **Create**.
 - c Specify the Infor Lawson connection information.
 - d Click **Save**.
 - 8 Define the file transfer connections.
 - a For the file transfer configuration set, click the **File Transfer** tab.
 - b Click **Create**.
 - c Specify the file transfer connection information.
 - d Click **Save**.
 - 9 Define the file activity connections.
 - a For the file transfer configuration set, click the **File Access** tab.
 - b Click **Create**.
 - c Specify the file activity connection information.
 - d Click **Save**.
 - 10 Define the web run connections.
 - a For the file transfer configuration set, click the **Web** tab.
 - b Click **Create**.
 - c Specify the web run connection information.
 - d Click **Save**.

Creating the local configuration set

- 1 Select **Process Server Administrator > Configuration > System Configuration**.
- 2 Click **Create**.
- 3 In the **Name** field, specify `local`.

- 4 Optionally, add a description.
- 5 Click **Save**.
- 6 Define the file access connections.
 - a For the local configuration set, click the **File Access** tab.
 - b Click **Create**.
 - c From the **File System** menu, select **Local**.
 - d Click **Save**.

Defining the file channel

- 1 Select **Process Server Administrator > Administration > Channels Administrator**.
- 2 Click the **File Channels** tab.
- 3 Click **Create**.
- 4 In the **Name** field, specify **GHRHRMFileChannel**.
- 5 Optionally, add a description.
- 6 Click **Save**.
- 7 Define the file channel settings.
 - a Click the **File Channel** tab.
 - b Click **Create**.
 - c Specify this information:
 - Source File Directory**
Specify the name of the external FTP file directory. This is the directory where the file is sent.
 - Error File Directory**
Specify the name of the file directory in Landmark. This is the directory where the files are written if an error occurs during the transfer.
 - In-Progress File Directory**
Specify the name of the file directory in Landmark. This is the directory where the files are written with a successful transfer.
 - File Scan Interval**
Specify the interval in minutes to scan for files. Use a time interval greater than the expected time of the PR514 program to finish.
 - d Click **Save**.
- 8 Define the file receiver for the file channel.
 - a On the File Receivers panel, click the **File Access** tab.
 - b Click **Create**.
 - c Specify this information:
 - File Name**
Specify **GHRHRMsym***.

Process

Specify the Symmetry process flow that was loaded. For example, **FileTransferGHRHRMsym**.

Startup Type

Select **Automatic**.

d Click **Save**.

9 Right-click the file channel receiver and select **Activate**.

Adding the PR514 job

A job must be created for a flow to run with the directory from the Destination Parameter. The user who creates this job must be the same as the JobOwner that was previously defined.

For previously defined fields, see [Creating the file transfer configuration set](#) on page 147.

- 1 In the **Job Name** field, specify the JobNameSym that was previously defined.
- 2 In the **User Name** field, specify the JobOwner that was previously defined.
- 3 In the **File Location** field, specify the destination directory that was previously defined.

Defining JOBDEF CSV attributes

Use these procedures to define the Jobstep CSV Workfile Attributes (JOBDEF) for PR514.

- 1 Set the **File Header** field to **On**.
- 2 Set the **Date Format** field to **ccyyymmdd**.
- 3 Set the **Date Separator** field to blank.

Symmetry log files

Log files contain error messages that are related to Symmetry.

To view the log files, select **Administrator > Utilities > Interfaces > Symmetry > Symmetry Log**.

Symmetry Postback Receiver record

When a form has been submitted, a Symmetry Postback Receiver record is created.

To view the record, select **Administrator > Utilities > Interfaces > Symmetry > Symmetry Postback**.

The Symmetry Postback Receiver record includes the Postback XML Document file, which is used to create a PDF of the form. The PDF can be viewed by selecting **Employee Profile > Personal Information > Attachments**.

When the employee identification number value is populated on the Symmetry Postback Receiver record, a file creation record is created.

- To view the record, select **Administrator > Utilities > Interfaces > File Creation Utility > Records**
- The records that are used for the CSV file contain the description of the file creation setup name, which is **Tax Form Data Export to HRM**.
- The file creation records are created in Not Processed status.

Generating a CSV file

- 1 Select **Administrator > Utilities > Interfaces > File Creation Utility > Records**.
- 2 Click **Generate File**.
- 3 In the **File Creation Setup** field, select **Tax Form Data Export to HRM**.
- 4 Click **Submit**.

To view the file that was generated, select **Administrator > Utilities > Interfaces > File Creation Utility > Files**. Highlight the record and click **View File**.

Troubleshooting for Symmetry

Issue: The connection is not working.

Solution: Ensure that the HRM configuration is pointing to the correct port. Port 1447 is the web server that is pointed to the LDAPBIND authentication service that is used by any system that is authenticating with lawson-httpclient, such as IPA or MSCM.

Issue: Unable to Open File with Mode 'r'.

Solution: Verify that you have RWX permissions for the directory and entire path. Verify that the file is in the correct location.

Issue: The Symmetry file was not processed on HRM.

Solution: Check the email user **FileTransferGHRHRM** that is defined in the Process Service Properties Files.

See [Creating the file transfer configuration set](#) on page 147.

As Process Server Administrator, check the status of the work unit.

Issue: An error file is created when PR514 is run.

Solution: Research the error.

- If you determine that the error is valid, correct the situation and run PR514 again. Process additional files, if any, in the stage directory.
- If you determine that the error does not have to be addressed, delete the `GHRHRMsym` file from the destination directory. For example, you received a `Deduction does not exist` error and the deduction should not exist.

Issue: A PR514 error was received for tax withholding lock-in.

Solution: If you receive the `Cannot change; tax withholding lock-in in place` error, changes can only be made via PR14.2. If lock-in is released, remove it from PR14.2 so that deductions can be updated with the PR13/Symmetry file.

Issue: The deduction did not update.

Solution: See the PR514 error file for details.

Chapter 12: System of Record Choice

This chapter includes information on using Infor Talent Management as the talent management application, but with another application as the system of record for human resources data.

Note:

If Infor Talent Management is your system of record for employee data, do not complete the procedures in this chapter.

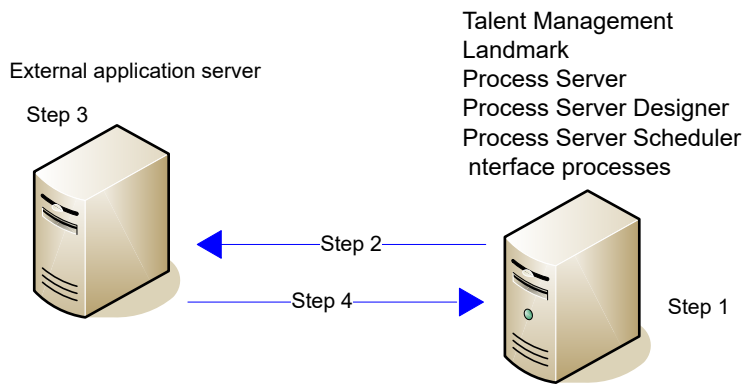
What is System of Record Choice?

System of Record Choice refers to the option of implementing a system configuration that uses Infor Global HR along with another human resources application, where the other human resources application is the system of record for employee data. The talent management functions of Infor Talent Management are also used, though, such as hiring candidates, evaluating performance, defining goals, and creating succession plans. This information from Infor Talent Management can be interfaced to the human resources application that is the system of record.

Note:

Compensation data is not included in the System of Record Choice configuration. Any compensation data maintained in Talent Management can not be interfaced to another human resources application.

The following diagram illustrates a configuration that uses Talent Management along with another human resources application that is the system of record.



1. Candidate or employee information is entered in TM
2. Process Server queries interface data in TM and exports the data
3. External application updated
4. TM imports updated data from external application

When using another application as the system of record, the core employee data resides in the external (non-Talent Management) application. So, for example, if a candidate applies through Candidate Space in Talent Management and is hired, that data is interfaced to the external human resources application. The external application then saves the data, a process that most likely includes creating an employee number or identifier for the new employee. Talent Management can then import the updated employee data from the external application.

Interface processes used when Infor Talent Management is not the system of record

The following are the interface processes used by Infor Process Server when Infor Talent Management is not the system of record for employee data. These processes transfer data between Infor Talent Management and the application that is the system of record.

Candidate export

The candidate export interface (HRMCandidateExport) exports the Infor Talent Management data that a candidate has entered through Candidate Space to the system of record.

Employee import

The employee import interface (HRMEmployeeImport) imports employee data from the system of record after the employee has been added.

Job import

The job import interface (HRMJobImport) imports job data from the system of record.

Position import

The position import interface (HRMPositionImport) imports position data from the system of record.

Supervisor import

The supervisor import interface (HRMSupervisorImport) imports supervisor data from the system of record.

Considerations when using System of Record Choice

Organization setup

If you are using a System of Record Choice configuration, you must make sure that you have the correct option selected on your organization setup in Infor Talent Management. Verify that the Talent Management System of Record Only check box is selected, indicating that Infor Talent Management is the system of record for only talent management functionality (such as hiring candidates, defining goals, and evaluating performance).

Note:

Your System of Record Choice configuration can not be implemented correctly unless this check box is selected for the organization.

Security differences

In the System of Record Choice configuration, a different set of security classes are used. These classes are similar to the standard Talent Management security classes, but they restrict which parts of the Talent Management application are visible in this configuration. The security classes for System of Record Choice are those with "Lite" in the class name. For example, rather than using the GHRGeneralistSetupAccess security class, you would use the GHRGeneralistSetupAccessLite security class. See the security-related documents and spreadsheet included in release documents available on the Infor Support Portal to see which security classes that have System of Choice Record ("Lite") equivalent.

Interface setup

When completing the interface setup in Talent Management, the list of cross reference codes that are used for a System Record of Choice configuration is different than that of a standard Talent Management implementation. The following table lists the predefined cross reference codes that are applicable to a System Record of Choice configuration.

Code	Cand	Em- pl	Ad- dress	Contact Person	Work As- sign	Org Unit	Job	Posi- tion	Su- per- visor
Active			X	X	X		X	X	X
BargainingUnit	X								
CriticalPositionReason								X	
ContactMethod				X					
DisabilityTypes	X								
Employee	X	X	X	X	X	X			
EmployeeAddress			X						
EmployeeContact				X					
EmployeeStatus		X							
EthnicityCode	X								
ExemptFromOver-time	X								
Gender	X	X							
HRLocation	X				X	X		X	
HROrganization	X								
HROrganizationalUnit	X				X	X		X	
Job	X						X	X	
JobCategory							X		
JobFamily							X		
JobLevel							X		
KeyPositionReason								X	
MaritalStatus	X								
PayRateCurrency	X								
PayRateType	X				X				
Position	X				X			X	
PositionCategory								X	
PositionFamily								X	
PositionLevel								X	
RelationshipStatus		X							

Code	Cand	Em- pl	Ad- dress	Contact Person	Work As- sign	Org Unit	Job	Posi- tion	Su- per- visor
Relationship To Organization		X							
Source	X	X							
SpecificSource		X							
Supervisor	X				X				X
SupervisorType									X
Union	X								
VeteranCode	X								
WorkAssignment					X				
WorkSchedule	X								
WorkType		X							
WorkingRemotely	X	X							

Using Infor Talent Management with Infor HR Management as the system of record

If your system of record for employee data is Infor HR Management, review the following information and complete any necessary steps to finish the interface setup in Infor HR Management.

Note:

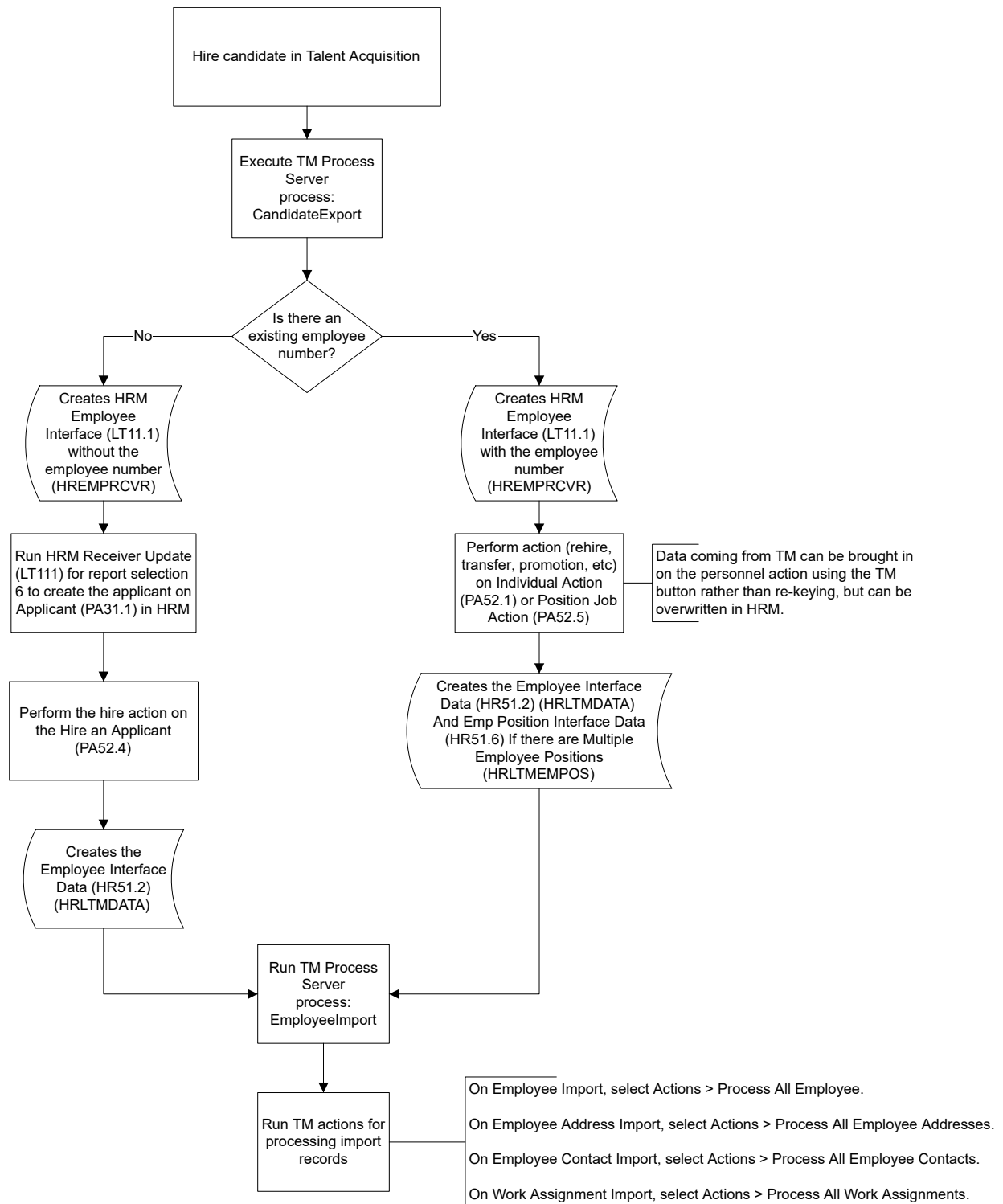
These procedure apply only if you are using Infor HR Management as your system of record.

Interface processes when Infor HR Management is the system of record

The following diagrams give an overview of several of the interface processes used when Infor HR Management is the system of record being used with Infor Talent Management.

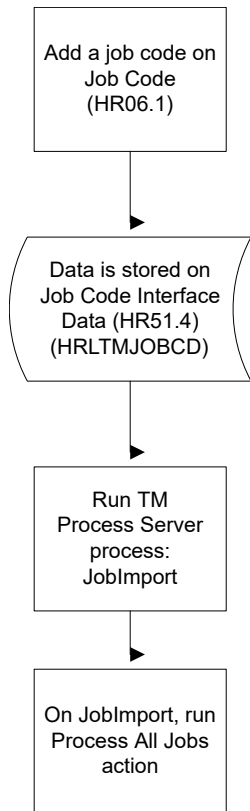
Hiring a candidate in Infor Talent Management

In this diagram, a candidate is hired in Infor Talent Management, and then interfaced to Infor HR Management. Then after the candidate is hired as an employee in Infor HR Management, the employee information is sent back to Infor Talent Management.



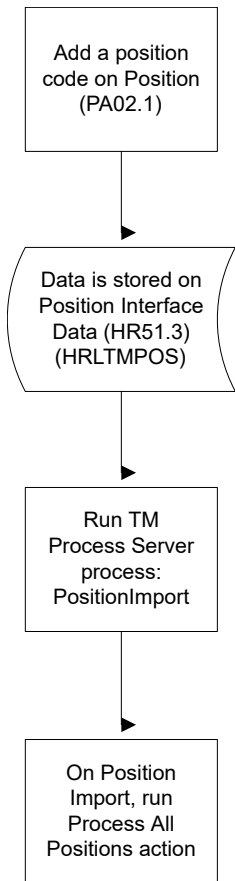
Job import

The following diagram illustrates the process of importing a job that was created in Infor HR Management into Infor Talent Management.



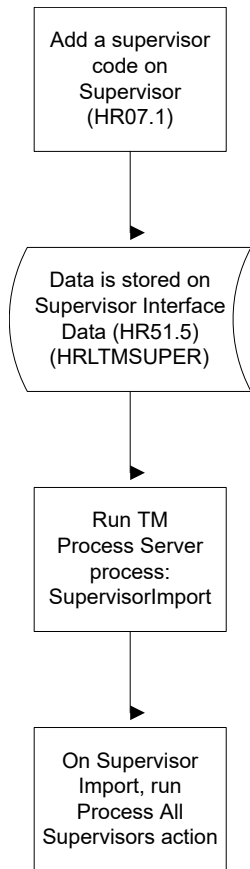
Position import

The following diagram illustrates the process of importing a position that was created in Infor HR Management into Infor Talent Management.



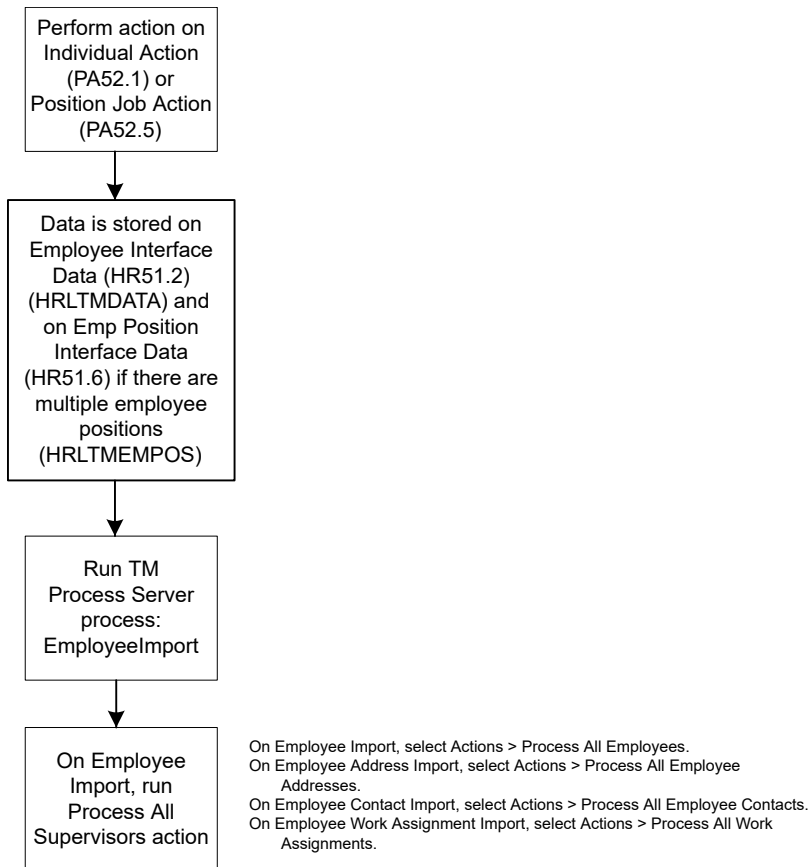
Supervisor import

The following diagram illustrates the process of importing a supervisor that was created in Infor HR Management into Infor Talent Management.



Employee import

The following diagram illustrates the process of importing changed employee and position/work assignment data from Infor HR Management to Infor Talent Management.



Verify cross-reference codes

[Considerations when using System of Record Choice](#) on page 155 describes how to add cross-reference codes for a System of Record Choice configuration. From that list, the following codes are required to interface data from Infor HR Management to Infor Talent Management. The interface will not function properly if these codes are not defined:

- HROrganization
- HROrganizationUnit (if the HROrganizationUnit is not being stored in a user field in HRM, in which case the HROrganizationUnit is passed to HRM so no mapping is needed)
- MaritalStatus
- RelationshipToOrganization, RelationshipStatus, WorkType (unless using EmployeeStatus as the value for all three)

Also, you cannot use the No Mapping Required checkbox for the following codes if they are included in your interface. These codes must have mapped values between Talent Management and HRM:

- EmployeeAddress
- EmployeeContact

- HROrganizationUnit
- Job
- Position
- Supervisor
- WorkAssignment

Note:

After the initial mapping of these codes (i.e. before the interface is first run), you do not have to manually create new mappings for any new values added in HRM. Those mappings will be automatically created for these codes.

Code mapping notes and considerations

The following notes may help when defining cross-reference codes.

Code	Notes/Considerations
EmployeeAddress	You can interface one address from HRM to Talent Management--either Home or Supplemental, but not both. Alternatively, you can choose not to interface any address. Your selection on the Employee Address and Phone tab of Interface Rules (HR50.1) determines which (if any) is interfaced. If you are interfacing an address, the EmployeeAddress code is the auto-sequenced key from the EmployeeAddress file. This is most likely going to be 1 for all records.

Code	Notes/Considerations
EmployeeContact	<p>For contact information, there may be up to three mappings per resource, depending on the type of contact information the resource has in HRM. The interface to Talent Management will send the home phone, work phone, and work email address if they are defined in HRM. When mapping each these contact methods, you have to define three fields--Company, Employee, and Contact Type.</p> <p>Company and Employee are mapped to the HROrganization and Employee in Talent Management. However, Contact Type does not have a direct counterpart in Talent Management. Therefore, this mapping must use one of three identifiers for the HRM value so that the interface sends the correct contact information. The three identifiers are: HOMEPHONE, WORKPHONE, and EMAIL. You must use one of these three as the HRM value for the Contact Type. The Talent Management value for Contact Type is the auto-sequence key from the EmployeeContact file for the corresponding record. This is likely 1, 2, or 3.</p> <p>So, for example, if you use HOMEPHONE as the HRM value, then the Talent Management value should be the auto-sequence key for whichever EmployeeContact record is the resource's home phone number.</p>

Set up the Infor HR Management receiver program (Applicant)

Use this procedure to set up the batch program that will update Infor HR Management with data from Infor Talent Management.

The HRM receiver file required for the Talent Management to HRM interface to function is included in a required HRM CTP. Be sure you have installed this CTP before continuing.

- 1 In HRM, access **HRM Receiver Update (LT111)**.
- 2 On the Main tab, select the interface program options.

Report Selection

Select Option 6 (Applicant).

Note:

Options 1-5 are not valid with a System of Record Choice configuration.

Current

Select 1 (Yes) to include records through the current system date. Select 2 (No) to use another time through which to include interface records. If you select 2, you must also enter a Through Date.

Through Date

If you selected 2 (No) in Current, enter the date through which you want to process records.

Update

Select 1 (Report Only) to create a report of the records that would be updated without actually updating the data. Select 2 (Update) to run the program and update the HRM database with the Talent Management data.

Error Processing Option

Select the appropriate error processing option. Select 1 (Bypass Errors) to skip any interface records that have errors. These records are not imported. Select 2 (Include Errors) to import all records, including those that have errors. Select 3 (Delete Errors) to skip any interface records that have errors, and delete those records from the import files.

- 3 Use the Applicant tab to narrow the included transactions as needed. You can specify employee actions or numbers, position codes, job codes, or supervisor codes.

Note:

The Applicant tab should only be used if HRM (and not Talent Management) is the system of record for employee data.

- 4 Submit or schedule the batch job as appropriate for your company.

Viewing interface records

HRM Receiver Error View (LT01) shows records that were imported from Talent Management but encountered errors when attempting to update HRM. You can filter the view by specific employee, applicant, position code, job code, or supervisor code, or select a transaction type (employee, position code, job code, or supervisor code) to see all records with errors for the transaction type. You can also use the LT11.x forms to view data that was updated. LT11.x shows the entire interface record. LT22 can be used to view the specific fields that were changed.

Note:

If you modify data directly on these forms, the data will no longer match the data in Talent Management.

Complete additional Infor HR Management interface setup

Review the following information and complete any necessary steps to finish the interface setup in Infor HR Management.

- 1 Interface rules **MUST** be defined on **Interface Rules (HR50.1)** in order for data to pass from Infor HR Management to Infor Talent Management.

- 2 Mappings from Employee Status to the Talent Management values of Relationship to Organization, Relationship Status, and Work Type must be defined on **Employee Status Mapping (HR51.7)**.
- 3 If a rule with Rule Type (field name) = Talent Management exists, current HRM user processes will create interface data that can be viewed on the following forms:
 - HR51.2, Employee Interface Data – This data will be generated for every update to employee data on HR11. (All programs that update HR11 data will generate these records, including HR511, PA52, and PA100.)
 - HR51.3, Position Interface Data – This data will be generated if the rules (HR50.1) say to interface Position data. All updates to Position (PA02.1, PA502) will create this data.
 - HR51.4, Job Interface Data – This data will be generated if the rules (HR501.) say to interface Job Code data. All updates to Jobs (HR06.1, HR506) will create this data.
 - HR51.5, Supervisor Interface Data – This data will be generated if the rules (HR50.1) say to interface Supervisor data. All updates to Supervisors (HR07.1, HR507) will create this data.
 - HR51.6, Employee Position Interface Data – This data will be generated if the rules (HR50.1) say to interface multiple employee position data. All updates to non-primary positions (PA13) will create this data.

Chapter 13: Interface upgrades

Use the information in this chapter to upgrade your current interface to the trigger interface.

How to upgrade to the trigger interface

If you are currently using an interface that uses get actions to create holding files of data, you can upgrade your interface to use the trigger interface method instead. The trigger interface uses a different set of holding files, and updates them dynamically as changes are made, rather than using get actions to gather data from the audit log. In order to use the trigger interface, you must change the interface selection for your organization, and then run the following upgrade actions:

Upgrade action	Description
Interface Mapping Upgrade	Upgrades your existing mapping files to PfiXRefCode and PFIRefValue tables. Instead of multiple mapping tables, there will only be the two cross-reference tables. PfiXRefCode will contain Code or header record and the PFIRefValue table will contain the mapped values that will be interfaced to the secondary system. You can access these tables through Process Server Administrator > Configuration > Cross Reference.
Future Interface Records Upgrade	Reads through the audit log for each business class that is defined as having a corresponding export file, for any records that were created after the last "get" was executed, and a future date which is defined as the current date plus fifty years (current date + 50 years), and will create the appropriate export records. This action is run one time run for each interface that you use. This action guarantees that all future records will be processed.

Interface Mapping Upgrade files

The following Infor Talent Management tables are mapped to cross reference tables by the Interface Mapping Upgrade action:

- Infor HR Management Interface:
 - S3OrganizationMapping (Company and HROrganization)
 - S3SupervisorMapping
 - S3StatusMapping
 - S3MaritalStatusMapping
 - S3EmployeeMapping
 - S3ActionMapping
 - S3ReasonMapping
 - S3JobMapping
 - S3PositionMapping
 - S3LocationMapping
 - S3VeteranMapping
 - S3EthnicityMapping
- Infor M3 Interface:
 - M3DepartmentMapping
 - M3CapabilityTypeMapping
 - M3DivisionMapping
 - M3FacilityMapping
 - M3PlanningAreaMapping
 - M3WorkScheduleMapping

Future Interface Records Upgrade

The following are the corresponding date fields use by the Future Interface Records Upgrade action:

Previous interface type	Date field in previous interface	Date equivalent in trigger interface
HRM	LastEmployeeChangeDate	HRMInterfaceSetupRel.LstEmployeeChgDate
	LastJobChangeDate	HRMInterfaceSetupRel.LstJobChgDate
	LastPositionChangeDate	HRMInterfaceSetupRel.LstPositionChgDate
	LastSupervisorChangeDate	HRMInterfaceSetupRel.LstSupervisorChgDate
	LastDependentChangeDate	HRMInterfaceSetupRel.LstDependentChgDate
Universal	LastEmployeeChangeDate	UniversalInterfaceSetupRel.LstEmployeeChgDate

Previous interface type	Date field in previous interface	Date equivalent in trigger interface
	LastDevelProviderPaymentChange-Date	UniversalInterfaceSetupRel.LstDevelopment-ProviderPaymentChgDate
	LastHROrganizationUnitChange-Date	UniversalInterfaceSetupRel.LstHROrganizati-onUnitChgDate
	LastDIFHoursChangeDate	UniversalInterfaceSetupRel.LstDIFHoursChgDate
M3	LastEmployeeChangeDate	M3InterfaceSetupRel.LstEmployeeChgDate
	LastDevelopmentProviderChange-Date	M3InterfaceSetupRel.LstDevelopmentProvider-ChgDate
	LastResourceCapabilityChangeDate	M3InterfaceSetupRel.LstResourceCapabilityChg-Date

Upgrading to the trigger interface

Use this procedure to upgrade your interface from the audit log/get action interface to the trigger interface.

To change or create the interface type for your organization

- 1 Access Utilities > Interface > Setup.
- 2 Open the organization for which you are upgrading the interface, or create a new record if one does not already exist.

Note:

If you previously used the Universal Interface, there should be an existing record for your organization. If you previously used the interface to either Infor HR Management or Infor M3, there most likely is not.

- 3 Select "Trigger" as the interface type.
- 4 Enter or select values in the trigger interface fields.

Note:

If your organization record previously existed and you changed the interface type from Audit Log to Trigger, the fields on this tab will change from those that were used by the audit log interface to those that are required by the trigger interface.

Process Immediately

Select the Process Immediately checkbox if you want the interface to process any records in the holding file immediately.

Last Transaction Id

This field will display the system-generated id of the last transaction. Do not modify this value.

EEO Category

Select the EEO Category for the job(s) being interfaced. The EEO Category is defined as a job country attribute. The default is the value for the United States.

US Workers Compensation Category

Select the Workers Compensation Category for the United States for the job(s) being interfaced. The Workers Compensation Category is defined as a job country attribute. The default is the value for the United States.

CA Workers Compensation Category

Select the Workers Compensation Category for Canada for the job(s) being interfaced. The Workers Compensation Category is defined as a job country attribute. The default is the value for the United States.

- 5 Click Save and close the organization.

To run the interface upgrade actions

- 1 Access Utilities > Interface > Interface > Setup > Interface Mapping Upgrade.
- 2 Select the organization for which you are running the upgrade action, or select Run For All Organizations.
- 3 Click OK to run the action immediately, or click Schedule to schedule the action to run at a later time.
- 4 Access Utilities > Interface > Interface > Setup > Future Interface Records Upgrade.
- 5 Select the organization for which you are running the upgrade action, or select Run For All Organizations.
- 6 Select the type of interface from which you are upgrading--HRM, Universal, or M3.
- 7 Click OK to run the action immediately, or click Schedule to schedule the action to run at a later time.

Appendix A: Export file layouts

The following tables lists the fields in the interface export files that are created by Infor Global HR and Infor Talent Management to be interfaced to another application.

AbsencePlanExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
AbsencePlan	AlphaUpper 20
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1

Field	Size
CorrectionComment	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
Description	Alpha 60
Active	Boolean 1
AutomaticEnrollment	Boolean 1
BalanceType	Numeric 1
EnrollmentType	Numeric 1
TableBasis	Numeric 1
AbsencePlanCategory	AlphaUpper 20
BODVariationID	Numeric 22
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

BeneficiaryExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
Dependent	Numeric 4
BenefitPlan	AlphaUpper 20
EmployeeBenefit	Numeric 4

Field	Size
EmployeeBenefitEligible	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
PercentOrAmount	Numeric 1
Amount	Decimal 18.6
Percent	Percent 6.3
PrimaryOrContingent	Numeric 1
Name	Group
Name.FormOfAddress	Alpha 50
Name.GivenName	Alpha 50
Name.PreferredGivenName	Alpha 50
Name.MiddleName	Alpha 50
Name.FamilyNamePrefix	Alpha 20
Name.FamilyName	Alpha 50
Name.PreferredFamilyName	Alpha 50
Name.Affix	Alpha 50
Name.Qualification	Alpha 50

Field	Size
Name.MaidenName	Alpha 50
Name.FormerName	Alpha 50
Name.Alias	Alpha 60
ResourceAddress	Numeric 1
Address	Group
Address.Country	AlphaUpper 3
Address.DeliveryAddress	Group
Address.DeliveryAddress.AddressLine1	Alpha 40
Address.DeliveryAddress.AddressLine2	Alpha 40
Address.DeliveryAddress.AddressLine3	Alpha 40
Address.DeliveryAddress.AddressLine4	Alpha 40
Address.Municipality	Alpha 30
Address.StateProvince	AlphaUpper 3
Address.PostalCode	Alpha 10
Address.County	Alpha 30
Address.Region	AlphaUpper 2
Address.Type	Numeric 1
HomePhone	Group
HomePhone.InternationalPrefix	Alpha 6
HomePhone.SubscriberNumber	Alpha 15
HomePhone.Extension	Alpha 10
WorkPhone	Group
WorkPhone.InternationalPrefix	Alpha 6
WorkPhone.SubscriberNumber	Alpha 15
WorkPhone.Extension	Alpha 10
Birthdate	Date 8
Relationship	AlphaUpper 20
DependentGender	Numeric 1
Consent	Numeric 1
Active	Boolean 1
Deceased	Boolean 1

Field	Size
DeathDate	Date 8
PointOfOrigin	AlphaUpper 20
Beneficiary	Boolean 1
PreviousName	Group
PreviousName.FormOfAddress	Alpha 50
PreviousName.GivenName	Alpha 50
PreviousName.PreferredGivenName	Alpha 50
PreviousName.MiddleName	Alpha 50
PreviousName.FamilyNamePrefix	Alpha 20
PreviousName.FamilyName	Alpha 50
PreviousName.PreferredFamilyName	Alpha 50
PreviousName.Affix	Alpha 50
PreviousName.Qualification	Alpha 50
PreviousName.MaidenName	Alpha 50
PreviousName.FormerName	Alpha 50
PreviousName.Alias	Alpha 60
PreviousBirthdate	Date 8
PreviousGender	Numeric 1
Entity	Alpha 100
EntityComment	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

BenefitStandardTimeRecordExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
BenefitStandardTimeRecord	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
PayCode	AlphaUpper 20
Currency	AlphaUpper 5
Amount	Decimal 18.6
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
PayCodeKey	Array
PayCodeKey.ForeignKey	Alpha 50
ExportRun	Group

Field	Size
ExportRun.RunDate	Date 8
ExportRun.RunNumber	Numeric 3
StmFc	AlphaUpper 1
StmCompany	Numeric 4
StmEmployee	Numeric 13
StmPayCode	AlphaUpper 20
StmEffectDate	Date 8
StmEndDate	Date 8
StmCurrencyCode	Alpha 5
StmRate	Decimal 17.4
StmSeqNbr	Numeric 4
StmGhrSeqNbr	Numeric 4
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

CandidateCompAndSkillExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Candidate	Numeric 10
CandidateCompetencyAndSkill	
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8

Field	Size
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Other	Alpha 60
DateAcquired	Date 8
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
DateLastUsed	Date 8
QualificationSource	AlphaUpper 20
OtherSource	Alpha 60
RatingLevel	Numeric 2
VerificationInfo	Group
VerificationInfo.Verified	Boolean 1
VerificationInfo.VerificationDate	Date 8
VerificationInfo.ValidationMethod	AlphaUpper 20

Field	Size
OrganizationSponsored	Boolean 1
ExpirationNotice	Date 8
Comments	Text 1
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

CandidateCredentialExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Candidate	Numeric 10
CandidateCredential	Numeric 4
Credential	AlphaUpper 20
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1

Field	Size
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Other	Alpha 60
OriginalCredentialDate	Date 8
OriginalCredentialDate	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
QualificationSource	AlphaUpper 20
OtherSource	Alpha 60
CredentialNumber	Alpha 20
Currency	AlphaUpper 5
Cost	Decimal 18.3
VerificationInfo	Group
VerificationInfo.Verified	Boolean 1
VerificationInfo.VerificationDate	Date 8
VerificationInfo.ValidationMethod	AlphaUpper 20
OrganizationSponsored	Boolean 1
ExpirationNotice	Date 8
Comments	Text 1
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20

Field	Size
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

CandidateEducationExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Candidate	Numeric 10
CandidateEducation	Numeric 4
Education	AlphaUpper 20
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1

Field	Size
CorrectionComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Other	Alpha 60
CompletionDate	Group
CompletionDate.Month	Numeric 2
CompletionDate.Year	Year
EducationSpecialization	AlphaUpper 20
OtherSpecialization	Alpha 620
EducationInstitution	Alpha 20
OtherInstitution	Alpha 60
OtherInstitutionAddress	Group
VerificationInfo	Group
OtherInstitutionAddress.Country	AlphaUpper 3
OtherInstitutionAddress.DeliveryAddress	Group
OtherInstitutionAddress.DeliveryAddress.AddressLine1	Alpha 40
OtherInstitutionAddress.DeliveryAddress.AddressLine2	Alpha 40
OtherInstitutionAddress.DeliveryAddress.AddressLine3	Alpha 40
OtherInstitutionAddress.DeliveryAddress.AddressLine4	Alpha 40
OtherInstitutionAddress.Municipality	Alpha 35
OtherInstitutionAddress.StateProvince	AlphaUpper 3
OtherInstitutionAddress.PostalCode	Alpha 12
OtherInstitutionAddress.County	Alpha 30
OtherInstitutionAddress.Region	AlphaUpper 2
OtherInstitutionAddress.Type	Numeric 1
EducationRating	Alpha 15

Field	Size
InProcess	Boolean 1
Currency	AlphaUpper 5
Cost	Decimal 18.3
VerificationInfo	Group
VerificationInfo.Verified	Boolean 1
VerificationInfo.VerificationDate	Date 8
VerificationInfo.ValidationMethod	AlphaUpper 20
OrganizationSponsored	Boolean 1
Comments	Text 1
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

CandidateEmploymentHistExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Candidate	Numeric 10
SequenceNumber	Numeric 3
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8

Field	Size
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
EmployerName	Alpha 60
JobTitle	Alpha 60
EmployerAddress	Group
EmployerAddress.Country	AlphaUpper 3
EmployerAddress.DeliveryAddress	Group
EmployerAddress.DeliveryAddress.AddressLine1	Alpha 40
EmployerAddress.DeliveryAddress.AddressLine2	Alpha 40
EmployerAddress.DeliveryAddress.AddressLine3	Alpha 40
EmployerAddress.DeliveryAddress.AddressLine4	Alpha 40
EmployerAddress.Municipality	Alpha 35
EmployerAddress.StateProvince	AlphaUpper 3
EmployerAddress.PostalCode	Alpha 12
EmployerAddress.County	Alpha 30
EmployerAddress.Region	AlphaUpper 2

Field	Size
EmployerAddress.Type	Numeric 1
BeginDate	Group
BeginDate.Month	Numeric 2
BeginDate.Year	Year
EndDate	Group
EndDate.Month	Numeric 2
EndDate.Year	Year
ReasonForLeaving	Alpha 60
VerificationInfo	Group
VerificationInfo.Verified	Boolean 1
VerificationInfo.VerificationDate	Date 8
VerificationInfo.ValidationMethod	AlphaUpper 20
PermissionToContact	Boolean 1
PayRateType	AlphaUpper 1
PayCurrency	AlphaUpper 5
BeginPay	Decimal 18.6
EndPay	Decmail 18.6
EmployerContactName	Alpha 60
EmployerContactPhone	Group
EmployerContactPhone.InternationalPrefix	Alpha 6
EmployerContactPhone.SubscriberNumber	Alpha 15
EmployerContactPhone.Extension	Alpha 10
EmployerContactEmail	Alpha 256
Comments	Text 1
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6

Field	Size
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

CandidateExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Candidate	Numeric 10
SystemTimeStamp	TimeStamp 16
AuditTransactionId	UniqueID 36
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRSDStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36

Field	Size
Name	Group
Name.FormOfAddress	Alpha 50
Name.GivenName	Alpha 50
Name.PreferredGivenName	Alpha 50
Name.MiddleName	Alpha 50
Name.FamilyNamePrefix	Alpha 50 Alpha 20
Name.FamilyName Name.FamilyNamePrefix	Alpha 50
Name.PreferredFamilyName	
Name.Affix	Alpha 50
Name.Qualification	Alpha 50
Name.MaidenName	Alpha 50
Name.FormerName	Alpha 50
Name.Alias	Alpha 60
PrimaryContactInfo	Group
PrimaryContactInfo.ContactUse	Alpha 30
PrimaryContactInfo.ContactLocation	Alpha 30
PrimaryContactInfo.WhenAvailable	Alpha 30
PrimaryContactInfo.TelephoneNumber	Group
PrimaryContactInfo.TelephoneNumber.InternationalPrefix	Alpha 6
PrimaryContactInfo.TelephoneNumber.Subscriber-Number	Alpha 15
PrimaryContactInfo.TelephoneNumber.Extension	Alpha 10
PrimaryContactInfo.AlternatePhone	Group
PrimaryContactInfo.AlternatePhone.International-Prefix	Alpha 6
PrimaryContactInfo.AlternatePhone.Subscriber-Number	Alpha 15
PrimaryContactInfo.AlternatePhone.Extension	Alpha 10
PrimaryContactInfo.MobilePhone	Group
PrimaryContactInfo.MobilePhone.MobilePhone-Number	Group

Field	Size
PrimaryContactInfo.MobilePhone.MobilePhoneNumber.InternationalPrefix	Alpha 6
PrimaryContactInfo.MobilePhone.MobilePhoneNumber.SubscriberNumber	Alpha 15
PrimaryContactInfo.MobilePhone.MobilePhoneNumber.Extension	Alpha 10
PrimaryContactInfo.MobilePhone.SmsEnabled	Boolean 1
PrimaryContactInfo.FaxNumber	Group
PrimaryContactInfo.FaxNumber.InternationalPrefix	Alpha 6
PrimaryContactInfo.FaxNumber.SubscriberNumber	Alpha 15
PrimaryContactInfo.FaxNumber.Extension	Alpha 10
PrimaryContactInfo.PagerNumber	Group
PrimaryContactInfo.PagerNumber.InternationalPrefix	Alpha 6
PrimaryContactInfo.PagerNumber.SubscriberNumber	Alpha 15
PrimaryContactInfo.PagerNumber.Extension	Alpha 10
PrimaryContactInfo.TTYTDD	Group
PrimaryContactInfo.TTYTDD.InternationalPrefix	Alpha 6
PrimaryContactInfo.TTYTDD.SubscriberNumber	Alpha 15
PrimaryContactInfo.TTYTDD.Extension	Alpha 10
PrimaryContactInfo.EmailAddress	Alpha 256
PrimaryContactInfo.EmailAddressVerified	Boolean 1
PrimaryContactInfo.AlternateEmail	Alpha 256
PrimaryContactInfo.AlternateEmailVerified	Boolean 1
PrimaryContactInfo.InstantMessengerInfo	Group
PrimaryContactInfo.InstantMessengerInfo.IMType	Alpha 10
PrimaryContactInfo.InstantMessengerInfo.IMUserName	Alpha 100
PrimaryContactInfo.WebAddress	Alpha 256
PrimaryContactInfo.PostalAddress	Group
PrimaryContactInfo.PostalAddress.Country	AlphaUpper 3

Field	Size
PrimaryContactInfo.PostalAddress.DeliveryAddress	Group
PrimaryContactInfo.PostalAddress.DeliveryAddress.AddressLine1	Alpha 40
PrimaryContactInfo.PostalAddress.DeliveryAddress.AddressLine2	Alpha 40
PrimaryContactInfo.PostalAddress.DeliveryAddress.AddressLine3	Alpha 40
PrimaryContactInfo.PostalAddress.DeliveryAddress.AddressLine4	Alpha 40
PrimaryContactInfo.PostalAddress.Municipality	Alpha 30
PrimaryContactInfo.PostalAddress.StateProvince	AlphaUpper 3
PrimaryContactInfo.PostalAddress.PostalCode	Alpha 10
PrimaryContactInfo.PostalAddress.County	Alpha 30
PrimaryContactInfo.PostalAddress.Region	AlphaUpper 2
PrimaryContactInfo.PostalAddress.Type	Numeric 1
PrimaryContactInfo.PreferredContactMethod	Numeric 1
SecondaryContactInfo	Group
SecondaryContactInfo.ContactUse	Alpha 30
SecondaryContactInfo.ContactLocation	Alpha 30
SecondaryContactInfo.WhenAvailable	Alpha 30
SecondaryContactInfo.TelephoneNumber	Group
SecondaryContactInfo.TelephoneNumber.InternationalPrefix	Alpha 6
SecondaryContactInfo.TelephoneNumber.SubscriberNumber	Alpha 15
SecondaryContactInfo.TelephoneNumber.Extension	Alpha 10
SecondaryContactInfo.AlternatePhone	Group
SecondaryContactInfo.AlternatePhone.InternationalPrefix	Alpha 6
SecondaryContactInfo.AlternatePhone.SubscriberNumber	Alpha 15
SecondaryContactInfo.AlternatePhone.Extension	Alpha 10

Field	Size
SecondaryContactInfo.MobilePhone	Group
SecondaryContactInfo.MobilePhone.MobilePhoneNumber	Group
SecondaryContactInfo.MobilePhone.MobilePhoneNumber.InternationalPrefix	Alpha 6
SecondaryContactInfo.MobilePhone.MobilePhoneNumber.SubscriberNumber	Alpha 15
SecondaryContactInfo.MobilePhone.MobilePhoneNumber.Extension	Alpha 10
SecondaryContactInfo.MobilePhone.SmsEnabled	Boolean 1
SecondaryContactInfo.FaxNumber	Group
SecondaryContactInfo.FaxNumber.InternationalPrefix	Alpha 6
SecondaryContactInfo.FaxNumber.SubscriberNumber	Alpha 15
SecondaryContactInfo.FaxNumber.Extension	Alpha 10
SecondaryContactInfo.PagerNumber	Group
SecondaryContactInfo.PagerNumber.InternationalPrefix	Alpha 6
SecondaryContactInfo.PagerNumber.SubscriberNumber	Alpha 15
SecondaryContactInfo.PagerNumber.Extension	Alpha 10
SecondaryContactInfo.TTYTDD	Group
SecondaryContactInfo.TTYTDD.InternationalPrefix	Alpha 6
SecondaryContactInfo.TTYTDD.SubscriberNumber	Alpha 15
SecondaryContactInfo.TTYTDD.Extension	Alpha 10
SecondaryContactInfo.EmailAddress	Alpha 256
SecondaryContactInfo.EmailAddressVerified	Boolean 1
SecondaryContactInfo.AlternateEmail	Alpha 256
SecondaryContactInfo.AlternateEmailVerified	Boolean 1
SecondaryContactInfo.InstantMessengerInfo	Group
SecondaryContactInfo.InstantMessengerInfo.IMType	Alpha 10

Field	Size
SecondaryContactInfo.InstantMessengerInfo.IMUserName	Alpha 100
SecondaryContactInfo.WebAddress	Alpha 256
SecondaryContactInfo.PostalAddress	Group
SecondaryContactInfo.PostalAddress.Country	AlphaUpper 3
SecondaryContactInfo.PostalAddress.DeliveryAddress	Group
SecondaryContactInfo.PostalAddress.DeliveryAddress.AddressLine1	Alpha 40
SecondaryContactInfo.PostalAddress.DeliveryAddress.AddressLine2	Alpha 40
SecondaryContactInfo.PostalAddress.DeliveryAddress.AddressLine3	Alpha 40
SecondaryContactInfo.PostalAddress.DeliveryAddress.AddressLine4	Alpha 40
SecondaryContactInfo.PostalAddress.Municipality	Alpha 30
SecondaryContactInfo.PostalAddress.StateProvince	AlphaUpper 3
SecondaryContactInfo.PostalAddress.PostalCode	Alpha 10
SecondaryContactInfo.PostalAddress.County	Alpha 30
SecondaryContactInfo.PostalAddress.Region	AlphaUpper 2
SecondaryContactInfo.PostalAddress.Type	Numeric 1
SecondaryContactInfo.PreferredContactMethod	Numeric 1
PreferredMailingAddress	Numeric 1
SecondaryAddressEffectiveDates	Group
SecondaryAddressEffectiveDates.Begin	Date 8
SecondaryAddressEffectiveDates.End	Date 8
HomeCountry	AlphaUpper 3
Birthdate	Date 8
CandidateState	Numeric 1
DatabaseEntryMethod	Numeric 1
LinkedEmployee	Numeric 13
Type	Numeric 1

Field	Size
EmployeeNumber	Numeric 13
EmploymentStatus	Numeric 1
PreviousEmployment	Group
PreviousEmployment.Begin	Date 8
PreviousEmployment.End	Date 8
DoNotHire	Boolean 1
CandidateDoNotHireReason	AlphaUpper 20
EEOCategories	Group
EEOCategories.Gender	Numeric 1
EEOCategories.EthnicityAndRace	Numeric 1
EEOCategories.EthnicityCode	AlphaUpper 20
EEOCategories.HispanicOrLatinoOrigin	Boolean 1
EEOCategories.Races	Array
EEOCategories.Races.Race	AlphaUpper 20
EEOCategories.DisabilityType	AlphaUpper 20
EEOCategories.Nationality	AlphaUpper 20
EEOCategories.VeteranCode	AlphaUpper 20
EEOCategories.Religion	AlphaUpper 20
EEOCategories.MaritalStatus	AlphaUpper 20
EEOCategories.Birthdate	Date 8
EEOCategories.ProtectedVeteranStatus	Numeric 2
RecruitingPreferences	Group
RecruitingPreferences.Objective	Text 1
RecruitingPreferences.RelationshipToOrganization	AlphaUpper 20
RecruitingPreferences.WorkType	AlphaUpper 20
RecruitingPreferences.SalaryExpectation	Decimal 18.6
RecruitingPreferences.SalaryCurrency	AlphaUpper 5
RecruitingPreferences.SalaryType	AlphaUpper 1
RecruitingPreferences.AvailabilityDeclaration	Group

Field	Size
RecruitingPreferences.AvailabilityDeclaration.Availability	Numeric 1
RecruitingPreferences.AvailabilityDeclaration.SpecificDate	Date 8
RecruitingPreferences.AvailabilityDeclaration.AvailDateRange	Group
RecruitingPreferences.AvailabilityDeclaration.AvailDateRange.Begin	Date 8
RecruitingPreferences.AvailabilityDeclaration.AvailDateRange.End	Date 8
RecruitingPreferences.JobCategories	Array
RecruitingPreferences.JobCategories.PreferredJobCategory	AlphaUpper 20
RecruitingPreferences.LocationOfJob1	Array
RecruitingPreferences.LocationOfJob1.Location	Alpha 25
RecruitingPreferences.LocationOfJob2	Array
RecruitingPreferences.LocationOfJob2.Location	Alpha 25
RecruitingPreferences.LocationOfJob3	Array
RecruitingPreferences.LocationOfJob3.Location	Alpha 25
RecruitingPreferences.Preferences	Group
RecruitingPreferences.Preferences.Travel	Numeric 1
RecruitingPreferences.Preferences.TravelPercent	Percent 5.2
RecruitingPreferences.Preferences.Relocate	Numeric 1
RecruitingPreferences.Preferences.InternationalAssignment	Numeric 1
RecruitingPreferences.Preferences.WorkLifeBalance	Text 1
RecruitingPreferences.Preferences.PointOfOrigin	AlphaUpper 20
RecruitingPreferences.Preferences.WorkOvertime	Numeric 1
RecruitingPreferences.Shift	Numeric 1
PreferredPhoneMethod	Group
PreferredPhoneMethod.PreferredHome	Boolean 1
PreferredPhoneMethod.PreferredWork	Boolean 1

Field	Size
PreferredPhoneMethod.PreferredMobile	Boolean 1
PreferredPhoneMethod.PreferredSecondary-Phone	Boolean 1
BirthCity	Alpha 60
BirthCountry	AlphaUpper 3
PointOfOrigin	AlphaUpper 20
FailedScreeningQuestions	Boolean 1
ProfileQuestionReviewed	Boolean 1
ProfileQuestionReviewDate	Date 8
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

CandidateIdNumberExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Candidate	Numeric 10
SequenceNumber	Numeric 4
SystemTimeStamp	TimeStamp 16
AuditTransactionId	UniqueID 36
EffectiveDate	Date 8
EffectiveThrough	Date 8

Field	Size
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRSDStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
Country	AlphaUpper 3
IdentificationNumber	AlphaUpper 20
ExpirationDate	Date 8
Comments	Alpha 100
IdentificationNumberDisplay	AlphaUpper 20
Pending	Boolean 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8
CandidateIdNumberExport_EncryptedObject	Text 1
ReasonComment_encrypted	Boolean 1

Field	Size
CorrectionComment_encrypted	Boolean 1
Message_encrypted	Boolean 1
CandidateIdNumberExport_EncryptedObject_encrypted	Boolean 1

COBRAOccurrenceBenefitExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Participant	Numeric 13
Occurrence	Numeric 9
Employee	Numeric 13
BenefitPlan	AlphaUpper 20
ParticipantBenefit	Numeric 4
EmployeeBenefit	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36

Field	Size
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
Currency	AlphaUpper 5
Country	AlphaUpper 3
CoverageOptionTable	AlphaUpper 20
CoverageOption	Numeric 2
Salary	Decimal 18.6
SalaryMultiple	Decimal 6.3
CoverageAmount	Decimal 18.6
DependentCoverageAmount	Decimal 18.6
CoverageAge	Decimal 7.4
CoverageAnnualSalary	Decimal 18.6
NumberOfHours	Decimal 6.3
TaxType	Numeric 1
PercentOrAmount	Numeric 1
CyclesRemaining	Numeric 2
DeductionCycles	Numeric 2
PreTaxContribution	Decimal 18.6
AfterTaxContribution	Decimal 18.6
CompanyContribution	Decimal 18.6
FlexContribution	Decimal 18.6
ImputedIncome	Decimal 18.6
PremiumAnnualSalary	Decimal 18.6
PremiumAge	Decimal 7.4
PremiumYearsOfService	Decimal 7.4
CompanyMatch	Decimal 18.6
MatchUpTo	Decimal 18.6
XRefMapping	Group

Field	Size
XRefMapping.TempValue	Alpha 255
LocalDependent	Numeric 4
COBRAOccurrenceBenefitExport_relevance_score	Numeric 9
COBRAOccurrenceBenefitExport_has_future_changes	Boolean 1
COBRAOccurrenceBenefitExport_ActionRequest	UniqueID 36
COBRAOccurrenceBenefitExport_actor	Alpha 30
COBRAOccurrenceBenefitExport_agent_actor	Alpha 30
COBRAOccurrenceBenefitExport_authenticated_actor	Alpha 30
COBRAOccurrenceBenefitExport_actiontype	Numeric 1

COBRAOccurrenceDepBenExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Participant	Numeric 13
Occurrence	Numeric 9
Employee	Numeric 13
BenefitPlan	AlphaUpper 20
ParticipantBenefit	Numeric 4
EmployeeBenefit	Numeric 4
Dependent	Numeric 4
DependentBenefit	Numeric 4
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8

Field	Size
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
ProcessBenefits	Boolean 1
TransBenefitPlan	AlphaUpper 20
COBRAOccurrenceDepBenExport_relevance_score	Numeric 9
COBRAOccurrenceDepBenExport_has_future_changes	Boolean 1
COBRAOccurrenceDepBenExport_ActionRequest	UniqueID 36
COBRAOccurrenceDepBenExport_actor	Alpha 30
COBRAOccurrenceDepBenExport_agent_actor	Alpha 30
COBRAOccurrenceDepBenExport_authenticated_actor	Alpha 30
COBRAOccurrenceDepBenExport_actiontype	Numeric 1

COBRAOccurrenceDepExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Participant	Numeric 13
Occurrence	Numeric 9
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
ParticipantDependent	Numeric 4
Name	Group
Name.FormOfAddress	Alpha 50
Name.GivenName	Alpha 50
Name.PreferredGivenName	Alpha 50
Name.MiddleName	Alpha 50
Name.FamilyNamePrefix	Alpha 20
Name.FamilyName	Alpha 50
Name.PreferredFamilyName	Alpha 50

Field	Size
Name.Affix	Alpha 50
Name.Qualification	Alpha 50
Name.MaidenName	Alpha 50
Name.FormerName	Alpha 50
Name.Alias	Alpha 60
ResourceAddress	Numeric 1
Address	Group
Address.Country	AlphaUpper 3
Address.DeliveryAddress	Group
Address.DeliveryAddress.AddressLine1	Alpha 40
Address.DeliveryAddress.AddressLine2	Alpha 40
Address.DeliveryAddress.AddressLine3	Alpha 40
Address.DeliveryAddress.AddressLine4	Alpha 40
Address.Municipality	Alpha 30
Address.StateProvince	AlphaUpper 3
Address.PostalCode	Alpha 10
Address.County	Alpha 30
Address.Region	AlphaUpper 2
Address.Type	Numeric 1
HomePhone	Group
HomePhone.InternationalPrefix	Alpha 6
HomePhone.SubscriberNumber	Alpha 15
HomePhone.Extension	Alpha 10
WorkPhone	Group
WorkPhone.InternationalPrefix	Alpha 6
WorkPhone.SubscriberNumber	Alpha 15
WorkPhone.Extension	Alpha 10
Birthdate	Date 8
AdoptionDate	Date 8
PlacementDate	Date 8
Relationship	AlphaUpper 20

Field	Size
DependentGender	Numeric 1
Student	Numeric 1
Disabled	Numeric 1
Smoker	Numeric 1
Consent	Numeric 1
Active	Boolean 1
Deceased	Boolean 1
DeathDate	Date 8
HealthInsuranceClaimNumber	Alpha 11
Medicare	Numeric 1
PreviousName	Group
PreviousName.FormOfAddress	Alpha 50
PreviousName.GivenName	Alpha 50
PreviousName.PreferredGivenName	Alpha 50
PreviousName.MiddleName	Alpha 50
PreviousName.FamilyNamePrefix	Alpha 20
PreviousName.FamilyName	Alpha 50
PreviousName.PreferredFamilyName	Alpha 50
PreviousName.Affix	Alpha 50
PreviousName.Qualification	Alpha 50
PreviousName.MaidenName	Alpha 50
PreviousName.FormerName	Alpha 50
PreviousName.Alias	Alpha 60
PreviousBirthdate	Date 8
PreviousGender	Numeric 1
Eligibility	Numeric 1
EligibilityVerified	Date 8
EligibilitySurvey	AlphaUpper 20
EligibilitySurveyStartDate	Date 8
XRefMapping	Group
XRefMapping.TempValue	Alpha 255

Field	Size
LocalDependent	Numeric 4
COBRAOccurrenceDepExport_relevance_score	Numeric 9
COBRAOccurrenceDepExport_has_future_changes	Boolean 1
COBRAOccurrenceDepExport_ActionRequest	UniqueID 36
COBRAOccurrenceDepExport_actor	Alpha 30
COBRAOccurrenceDepExport_agent_actor	Alpha 30
COBRAOccurrenceDepExport_authenticated_actor	Alpha 30
COBRAOccurrenceDepExport_actiontype	Numeric 1

COBRAOccurrenceExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Participant	Numeric 13
Occurrence	Numeric 9
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
RecordStatus	Numeric 1

Field	Size
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
Name	Group
Name.FormOfAddress	Alpha 50
Name.GivenName	Alpha 50
Name.PreferredGivenName	Alpha 50
Name.MiddleName	Alpha 50
Name.FamilyNamePrefix	Alpha 20
Name.FamilyName	Alpha 50
Name.PreferredFamilyName	Alpha 50
Name.Affix	Alpha 50
Name.Qualification	Alpha 50
Name.MaidenName	Alpha 50
Name.FormerName	Alpha 50
Name.Alias	Alpha 60
StartDate	Date 8
AdjustedStartDate	Date 8
Gender	Numeric 1
Birthdate	Date 8
Consent	Numeric 1
MaritalStatus	AlphaUpper 20
Smoker	Boolean 1
MedicareIndicator	Numeric 1
PreviousName	Group
PreviousName.FormOfAddress	Alpha 50
PreviousName.GivenName	Alpha 50
PreviousName.PreferredGivenName	Alpha 50
PreviousName.MiddleName	Alpha 50
PreviousName.FamilyNamePrefix	Alpha 20

Field	Size
PreviousName.FamilyName	Alpha 50
PreviousName.PreferredFamilyName	Alpha 50
PreviousName.Affix	Alpha 50
PreviousName.Qualification	Alpha 50
PreviousName.MaidenName	Alpha 50
PreviousName.FormerName	Alpha 50
PreviousName.Alias	Alpha 60
PreviousBirthdate	Date 8
PreviousGender	Numeric 1
PreviousMaritalStatus	AlphaUpper 20
MailingAddress	Group
MailingAddress.Country	AlphaUpper 3
MailingAddress.DeliveryAddress	Group
MailingAddress.DeliveryAddress.AddressLine1	Alpha 40
MailingAddress.DeliveryAddress.AddressLine2	Alpha 40
MailingAddress.DeliveryAddress.AddressLine3	Alpha 40
MailingAddress.DeliveryAddress.AddressLine4	Alpha 40
MailingAddress.Municipality	Alpha 30
MailingAddress.StateProvince	AlphaUpper 3
MailingAddress.PostalCode	Alpha 10
MailingAddress.County	Alpha 30
MailingAddress.Region	AlphaUpper 2
MailingAddress.Type	Numeric 1
Address	Group
Address.Country	AlphaUpper 3
Address.DeliveryAddress	Group
Address.DeliveryAddress.AddressLine1	Alpha 40
Address.DeliveryAddress.AddressLine2	Alpha 40
Address.DeliveryAddress.AddressLine3	Alpha 40
Address.DeliveryAddress.AddressLine4	Alpha 40
Address.Municipality	Alpha 30

Field	Size
Address.StateProvince	AlphaUpper 3
Address.PostalCode	Alpha 10
Address.County	Alpha 30
Address.Region	AlphaUpper 2
Address.Type	Numeric 1
Telephone	Group
Telephone.InternationalPrefix	Alpha 6
Telephone.SubscriberNumber	Alpha 15
Telephone.Extension	Alpha 10
MobilePhone	Group
MobilePhone.InternationalPrefix	Alpha 6
MobilePhone.SubscriberNumber	Alpha 15
MobilePhone.Extension	Alpha 10
EmailAddress	Alpha 256
OccurrenceType	AlphaUpper 20
OccurrenceDate	Date 8
CompanyNotifiedDate	Date 8
TerminationDate	Date 8
ParticipantNotifiedDate	Date 8
BenefitElectionNotificationDate	Date 8
DelinquentPremiumNotificationDate	Date 8
PremiumDefaultDate	Date 8
CancellationDueToNoResponseDate	Date 8
CoverageDeclinedDate	Date 8
OtherCoverageDate	Date 8
MedicareCoverageDate	Date 8
TransBenefitPlan	AlphaUpper 20
LocalBenefitPlan	AlphaUpper 20
LocalEmployeeBenefit	Numeric 4
LocalParticipantBenefit	Numeric 4
LocalParticipantDep	Numeric 4

Field	Size
LocalDependentBenefit	Numeric 4
LocalDependent	Numeric 4
LocalParDepBenefit	Numeric 4
LastOccurrenceDate	Date 8
LocalOccurrenceDate	Date 8
COBRAOccurrenceExport_relevance_score	Numeric 9
COBRAOccurrenceExport_has_future_changes	Boolean 1
COBRAOccurrenceExport_ActionRequest	UniqueID 36
COBRAOccurrenceExport_actor	Alpha 30
COBRAOccurrenceExport_agent_actor	Alpha 30
COBRAOccurrenceExport_authenticated_actor	Alpha 30
COBRAOccurrenceExport_actiontype	Numeric 1
DataXlt_IsoLocale	Alpha 100
DataXlt_Locale	Group

CompetencyAndSkillExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
CompetencyAndSkill	AlphaUpper 20
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1

Field	Size
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
QualificationType	Numeric 2
ShortDescription	Alpha 20
ReportDescription	Alpha 60
Description	Text 1
Active	Boolean 1
QualificationSource	AlphaUpper 20
QualificationCategory	AlpahUpper 20
RenewalCycle	Numeric 2
NotificationDays	Numeric 3
RatingScaleAndLevel	Group
RatingScaleAndLevel.RatingScale	AlphaUpper 20
RatingScaleAndLevel.RatingLevel	Numeric 2
IncludeBehaviors	Boolean 1
UseRenewalOption	Boolean 1
RenewalDaysBefore	Numeric 3
RenewalDaysAfter	Numeric 3
CandidateDisplayIndicator	Numeric 1
ProficiencyType	Alpha 2
BODVariationID	Decimal 22
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20

Field	Size
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

CredentialExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Credential	AlphaUpper 20
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
AuditEntryId	UniqueID 36

Field	Size
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
ShortDescription	Alpha 20
Active	Boolean 1
QualificationSource	AlphaUpper 20
QualificationCategory	AlpahUpper 20
RenewalCycle	Numeric 2
NotificationDays	Numeric 3
UseRenewalOption	Boolean 1
RenewalDaysBefore	Numeric 3
RenewalDaysAfter	Numeric 3
CandidateDisplayIndicator	Numeric 1
BODVariationID	Decimal 22
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

DependentBenefitExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
Dependent	Numeric 4
BenefitPlan	AlphaUpper 20

Field	Size
EmployeeBenefitEligible	Numeric 4
EmployeeBenefit	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
DependentBenefit	Numeric 4
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
Name	Group
Name.FormOfAddress	Alpha 50
Name.GivenName	Alpha 50
Name.PreferredGivenName	Alpha 50
Name.MiddleName	Alpha 50
Name.FamilyNamePrefix	Alpha 20
Name.FamilyName	Alpha 50
Name.PreferredFamilyName	Alpha 50
Name.Affix	Alpha 50

Field	Size
Name.Qualification	Alpha 50
Name.MaidenName	Alpha 50
Name.FormerName	Alpha 50
Name.Alias	Alpha 60
EmailAddress	Alpha 256
ResourceAddress	Numeric 1
Address	Group
Address.Country	AlphaUpper 3
Address.DeliveryAddress	Group
Address.DeliveryAddress.AddressLine1	Alpha 40
Address.DeliveryAddress.AddressLine2	Alpha 40
Address.DeliveryAddress.AddressLine3	Alpha 40
Address.DeliveryAddress.AddressLine4	Alpha 40
Address.Municipality	Alpha 30
Address.StateProvince	AlphaUpper 3
Address.PostalCode	Alpha 10
Address.County	Alpha 30
Address.Region	AlphaUpper 2
Address.Type	Numeric 1
HomePhone	Group
HomePhone.InternationalPrefix	Alpha 6
HomePhone.SubscriberNumber	Alpha 15
HomePhone.Extension	Alpha 10
WorkPhone	Group
WorkPhone.InternationalPrefix	Alpha 6
WorkPhone.SubscriberNumber	Alpha 15
WorkPhone.Extension	Alpha 10
Birthdate	Date 8
AdoptionDate	Date 8
PlacementDate	Date 8
Relationship	AlphaUpper 20

Field	Size
DependentGender	Numeric 1
Student	Numeric 1
Disabled	Numeric 1
Smoker	Numeric 1
Consent	Numeric 1
Active	Boolean 1
Deceased	Boolean 1
DeathDate	Date 8
PointOfOrigin	AlphaUpper 20
HealthInsuranceClaimNumber	Alpha 11
PrimaryCarePhysician	AlphaUpper 20
EstablishedPatient	Numeric 1
PriorMonthsCoverage	Numeric 2
BenefitEligible	Numeric 1
Beneficiary	Boolean 1
Medicare	Numeric 1
TRICARE	Boolean 1
FEHB	Boolean 1
OtherHealthInsurance	Boolean 1
OtherHealthInsuranceName	Alpha 35
OtherHealthInsurancePolicy	Alpha 30
PreviousName	Group
PreviousName.FormOfAddress	Alpha 50
PreviousName.GivenName	Alpha 50
PreviousName.PreferredGivenName	Alpha 50
PreviousName.MiddleName	Alpha 50
PreviousName.FamilyNamePrefix	Alpha 20
PreviousName.FamilyName	Alpha 50
PreviousName.PreferredFamilyName	Alpha 50
PreviousName.Affix	Alpha 50
PreviousName.Qualification	Alpha 50

Field	Size
PreviousName.MaidenName	Alpha 50
PreviousName.FormerName	Alpha 50
PreviousName.Alias	Alpha 60
PreviousBirthdate	Date 8
PreviousGender	Numeric 1
Eligibility	Numeric 1
EligibilityVerified	Date 8
EligibilitySurvey	AlphaUpper 20
EligibilitySurveyStartDate	Date 8
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

DependentExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
Dependent	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20

Field	Size
AuthenticatedActor	Alpha 20
Action ActionType	Alpha 40 Action
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Name	Group
Name.FormOfAddress	Alpha 50
Name.GivenName	Alpha 50
Name.PreferredGivenName	Alpha 50
Name.MiddleName	Alpha 50
Name.FamilyNamePrefix	Alpha 20
Name.FamilyName	Alpha 50
Name.PreferredFamilyName	Alpha 50
Name.Affix	Alpha 50
Name.Qualification	Alpha 50
Name.MaidenName	Alpha 50
Name.FormerName	Alpha 50
Name.Alias	Alpha 60
ResourceAddress	Numeric 1

Field	Size
Address	Group
Address.Country	AlphaUpper 3
Address.DeliveryAddress	Group
Address.DeliveryAddress.AddressLine1	Alpha 40
Address.DeliveryAddress.AddressLine2	Alpha 40
Address.DeliveryAddress.AddressLine3	Alpha 40
Address.DeliveryAddress.AddressLine4	Alpha 40
Address.Municipality	Alpha 30
Address.StateProvince	AlphaUpper 3
Address.PostalCode	Alpha 10
Address.County	Alpha 30
Address.Region	AlphaUpper 2
Address.Type	Numeric 1
HomePhone	Group
HomePhone.InternationalPrefix	Alpha 6
HomePhone.SubscriberNumber	Alpha 15
HomePhone.Extension	Alpha 10
WorkPhone	Group
WorkPhone.InternationalPrefix	Alpha 6
WorkPhone.SubscriberNumber	Alpha 15
WorkPhone.Extension	Alpha 10
Birthdate	Date 8
AdoptionDate	Date 8
PlacementDate	Date 8
Relationship	AlphaUpper 20
DependentGender	Numeric 1
Student	Numeric 1
Disabled	Numeric 1
Smoker	Numeric 1
Consent	Numeric 1
Active	Boolean 1

Field	Size
Deceased	Boolean 1
DeathDate	Date 8
FutureResendRecordsAreIncomplete	Boolean 1
PointOfOrigin	AlphaUpper 20
EmailAddress	Alpha 256
HealthInsuranceClaimNumber	Alpha 11
PrimaryCarePhysician	AlphaUpper 20
EstablishedPatient	Numeric 1
PriorMonthsCoverage	Numeric 2
BenefitEligible	Numeric 1
Beneficiary	Boolean 1
Medicare	Numeric 1
TRICARE	Boolean
FEHB	Boolean
OtherHealthInsurance	Boolean
OtherHealthInsuranceName	Alpha 35
OtherHealthInsurancePolicy	Alpha 30
ChangedFields	Text 1
Eligibility	Numeric 1
EligibilityVerified	Date 8
EligibilitySurvey	AlphaUpper 20
EligibilitySurveyStartDate	Date 8
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

DependentIdNumberExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
Dependent	Numeric 4
DependentIdentificationNumber	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
Message	Alpha 200
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Country	AlphaUpper 3
IdentificationNumber	AlphaUpper 20

Field	Size
ExpirationDate	Date 8
Comments	Alpha 100
Pending	Boolean 1
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8
DependentIdNumberExport_EncryptedObject	Text 1
ReasonComment_encrypted	Boolean 1
CorrectionComment_encrypted	Boolean 1
Message_encrypted	Boolean 1
ChangedFields_encrypted	Boolean 1
DependentIdNumberExport_EncryptedObject_encrypted	Boolean 1

DevelopProviderContractExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
DevelopmentProvider	AlphaUpper 20
DevelopmentProviderContract	Numeric 8
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8

Field	Size
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ContractNumber	Alpha 60
ShortDescription	Alpha 20
Description	Alpha 60
Status	Numeric 1
ContractDateRange	Group
ContractDateRange.Begin	Date 8
ContractDateRange.End	Date 8
ContractCurrency	AlphaUpper 5
ContractAmount	Decimal 18.3
NumberResources	Numeric 4
DevelopmentActivity	Alpha 36
LegalEntity	AlphaUpper 20
CostCenter	AlphaUpper 30

Field	Size
Project	AlphaUpper 30
GLCompany	Numeric 4
AccountingUnit	AlphaUpper 15
ChartAccount	Group
ChartAccount.Account	Numeric 6
ChartAccount.SubAccount	Numeric 4
Activity	AlphaUpper 15
AcctCategory	AlphaUpper 5
Comments	Text 1
FutureResendRecordsAreIncomplete	Boolean 1
GHRFinanceEnterpriseGroup	Group
GHRFinanceEnterpriseGroup.Ledger	AlphaUpper 20
GHRFinanceEnterpriseGroup.ToAccountingEntity	AlphaUpper 12
GHRFinanceEnterpriseGroup.AccountingUnit	AlphaUpper 25
GHRFinanceEnterpriseGroup.GeneralLedger-ChartAccount	AlphaUpper 26
GHRFinanceEnterpriseGroup.Project	AlphaUpper 25
GHRFinanceEnterpriseGroup.FinanceDimension1	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension2	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension3	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension4	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension5	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension6	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension7	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension8	AlphaUpper 15

Field	Size
GHRFinanceEnterpriseGroup.FinanceDimension9	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension10	AlphaUpper 15
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

DevelopmentProviderExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
DevelopmentProvider	AlphaUpper 20
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200

Field	Size
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
Description	Alpha 60
Active	Boolean 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
RegistrationNumber	Alpha 60
RegistrationDate	Date 8
CustomerNumber	Alpha 60
ContactText	Text 1
ExternalProvider	Boolean 1
PostalAddress	Group
PostalAddress.Country	AlphaUpper 3
PostalAddress.DeliveryAddress	Group
PostalAddress.DeliveryAddress.AddressLine1	Alpha 40
PostalAddress.DeliveryAddress.AddressLine2	Alpha 40
PostalAddress.DeliveryAddress.AddressLine3	Alpha 40
PostalAddress.DeliveryAddress.AddressLine4	Alpha 40
PostalAddress.Municipality	Alpha 30
PostalAddress.StateProvince	AlphaUpper 3
PostalAddress.PostalCode	Alpha 10
PostalAddress.County	Alpha 30
PostalAddress.Region	AlphaUpper 2
PostalAddress.Type	Numeric 1
URL	Alpha 256
Vendor	Alpha 30
EffectiveTimeZone	Alpha 3

Field	Size
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

DevelopProviderPaymentExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
DevelopmentProvider	AlphaUpper 20
DevelopmentProviderContract	Numeric 8
SequenceNumber	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1

Field	Size
CorrectionComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ProviderInvoice	Alpha 20
PaymentRequestDate	Date 8
PaymentCurrency	AlphaUpper 5
PaymentAmount	Decimal 18.3
FinalPayment	Boolean 1
PaymentDate	Date 8
PaymentNumber	Alpha 20
PercentPaid	Percent 6.2
Comments	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeAddressExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
EmployeeAddress	Numeric 6

Field	Size
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
WFMSStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
PostalAddress	Group
PostalAddress.Country	AlphaUpper 3
PostalAddress.DeliveryAddress	Group
PostalAddress.DeliveryAddress.AddressLine1	Alpha 40
PostalAddress.DeliveryAddress.AddressLine2	Alpha 40
PostalAddress.DeliveryAddress.AddressLine3	Alpha 40

Field	Size
PostalAddress.DeliveryAddress.AddressLine4	Alpha 40
PostalAddress.Municipality	Alpha 30
PostalAddress.StateProvince	AlphaUpper 3
PostalAddress.PostalCode	Alpha 10
PostalAddress.County	Alpha 30
PostalAddress.Region	AlphaUpper 2
PostalAddress.Type	Numeric 1
Description	Alpha 30
AddressCategory	AlphaUpper 20
Active	Boolean 1
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeAllowanceExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
SequenceNumber	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8

Field	Size
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
WFMStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
HROrganizationUnit	Numeric 6
Position	Numeric 9
Location	AlphaUpper 20
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
AllowanceType	AlphaUpper 20
AllowancePercent	Percent 6.3
Currency	AlphaUpper 5

Field	Size
AllowanceAmount	Decimal 18.3
CreatePayCode	AlphaUpper 20
PayFrequencyOverride	Numeric 1
IncludeInTotalPayRate	Boolean 1
InformationOnly	Boolean 1
DisplayInContract	Boolean 1
ChangedFields	Text 1
GHRCriteria	Group
GHRCriteria.Country	AlphaUpper 3
GHRCriteria.PayrollProvider	AlphaUpper 20
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeAltrIdNbrExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
EmployeeAlternateIdentificationNumber	Numeric 20
AlternateIdentificationNumberType	AlphaUpper 20
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8

Field	Size
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
WFMStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Country	AlphaUpper 3
AlternateIdentificationNumber	AlphaUpper 20
ExpiryDate	Date 8
Comments	Alpha 100
Pending	Boolean 1
Active	Boolean 1
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20

Field	Size
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8
EmployeeAltrIdNbrExport_EncryptedObject	Text 1
ReasonComment_encrypted	Boolean 1
CorrectionComment_encrypted	Boolean 1
Message_encrypted	Boolean 1
ChangedFields_encrypted	Boolean 1
EmployeeAltrIdNbrExport_EncryptedObject_encrypted	Boolean 1

EmployeeBalanceExport

UniqueID	UniqueID 36
EmployeeBalanceExport_CreateStamp	Group
EmployeeBalanceExport_CreateStamp.TimeStamp	TimeStamp 16
EmployeeBalanceExport_CreateStamp.Actor	Alpha 30
EmployeeBalanceExport_UpdateStamp	Group
EmployeeBalanceExport_UpdateStamp.TimeStamp	TimeStamp 16
EmployeeBalanceExport_UpdateStamp.Actor	Alpha 30
RecordStatus	Numeric 1
WFMStatus	Numeric 1
HRMStatus	Numeric 1
HROrganization	AlphaUpper 4
Employee	Numeric 13
TransactionDate	Date 8

AbsencePlan	AlphaUpper 20
StructureGroup	AlphaUpper 20
Position	Numeric 9
AccruedHours	Decimal 18.6
AvailableHours	Decimal 18.6
AllotmentHours	Decimal 18.6
ReservedHours	Decimal 18.6
CarryoverHours	Decimal 18.6
AvailableEarnings	Decimal 18.6
AccruedEarnings	Decimal 18.6
AllotmentEarnings	Decimal 18.6
ReservedEarnings	Decimal 18.6
CarryoverEarnings	Decimal 18.6
InterfaceAvailable	Boolean 1
Currency	AlphaUpper 5
ExportCompany	Numeric 4
ExportEmployee	Numeric 9
ExportPosition	Alpha 12
ExportCurrency	Alpha 5
ErrorMessage	Text 1
SequenceNumber	Numeric 13
AnnualUsedHours	Decimal 18.6
AnnualUsedEarnings	Decimal 18.6
AnnualAvailableHours	Decimal 18.6
AccruedHoursDescription	Alpha 30
AvailableHoursDescription	Alpha 30
AllotmentHoursDescription	Alpha 30
ReservedHoursDescription	Alpha 30
CarryoverHoursDescription	Alpha 30
AvailableEarningsDescription	Alpha 30
AccruedEarningsDescription	Alpha 30
AllotmentEarningsDescription	Alpha 30

ReservedEarningsDescription	Alpha 30
CarryoverEarningsDescription	Alpha 30
AnnualUsedHoursDescription	Alpha 30
AnnualUsedEarningsDescription	Alpha 30
AnnualAvailableHoursDescription	Alpha 30
TransactionTime	Time 6
CarryoverEndDate	Date 8
ResetDate	Date 8
AnnualAvailableEarnings	Decimal 18.6
CurrentAvailableHours	Decimal 18.6
CurrentAvailableEarnings	Decimal 18.6
BeginningAvailableHours	Decimal 18.6
BeginningAvailableEarnings	Decimal 18.6
AnnualAvailableEarningsDescription	Alpha 30
CurrentAvailableHoursDescription	Alpha 30
CurrentAvailableEarningsDescription	Alpha 30
BeginningAvailableHoursDescription	Alpha 30
BeginningAvailableEarningsDescription	Alpha 30
ExportAbsencePlan	Alpha 10
AnnualAdjustedHours	Decimal 18.6
AnnualAdjustedHoursDescription	Alpha 30
HoursUsageLimit	Decimal 18.6
ExportProcessLevelAndDept	Alpha 255
ExportRun	Group
ExportRun.RunDate	Date 8
ExportRun.RunNumber	Numeric 3
LabFc	AlphaUpper 1
LabCompany	Numeric 4
LabTmDateStamp	Date 8
LabEmployee	Numeric 9
LabTmTimeStamp	Time 6
LabPlan	Alpha 10

LabTmObjId	Numeric 13
LabEmployeeGroup	Alpha 10
LabPosition	Alpha 12
LabStatus	Numeric 1
LabDate	Date 8
LabAnnUseLmtH	Decimal 18.6
LabYtdAdjBalH	Decimal 18.6
LabHrsAccrDesc	Alpha 30
LabAccrBalH	Decimal 18.6
LabHrsAvailDesc	Alpha 30
LabBegAvBalH	Decimal 18.6
LabYtdAvailH	Decimal 18.6
LabYtdUseAvH	Decimal 18.6
LabAvailBalH	Decimal 18.6
LabCurrAvailH	Decimal 18.6
LabErnAccrDesc	Alpha 30
LabAccrBalE	Decimal 18.6
LabErnAvailDesc	Alpha 30
LabBegAvBalE	Decimal 18.6
LabYtdAvailE	Decimal 18.6
LabYtdUseAvE	Decimal 18.6
LabAvailBalE	Decimal 18.6
LabCurrAvailE	Decimal 18.6
LabHrsResrvDesc	Alpha 30
LabResrvBalH	Decimal 18.6
LabErnResrvDesc	Alpha 30
LabResrvBalE	Decimal 18.6
LabHrsCarryDesc	Alpha 30
LabCarryBalH	Decimal 18.6
LabErnCarryDesc	Alpha 30
LabCarryBalE	Decimal 18.6
LabCarryoverEnd	Date 8

LabResetDate	Date 8
LabCurrencyCode	Alpha 5
LabProcessLevel	Alpha 5

EmployeeBalanceExportRun

UniqueID	UniqueID 36
EmployeeBalanceExportRun	Group
EmployeeBalanceExportRun.RunDate	Date 8
EmployeeBalanceExportRun.RunNumber	Numeric 3
RecordsExported	Numeric 7

EmployeeBankDetailsExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
DistributionNumber	Numeric 2
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100

Field	Size
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionList	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
RecordStatusList	Numeric 1
HRMStatus	Numeric 1
HRMStatusList	Numeric 1
HRSDStatus	Numeric 1
HRSDStatusList	Numeric 1
LMSStatus	Numeric 1
WFMStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Active	Boolean 1
BankName	Alpha 60
BankIdentifier	Alpha 20
AccountNumber	Alpha 40
RollNumber	Alpha 40
PayableToReference	Alpha 60
Country	AlphaUpper 3
InternationalBankAccountNumber	Alpha 40
Currency	AlphaUpper 5
FlatAmount	Decimal 15.6
Percent	Percent 3
AccountType	Numeric 1
PaymentDescription	Alph 8

Field	Size
DefaultAccount	Boolean 1
WaiveReceipt	Boolean 1
InstitutionNumber	Numeric 4
TransitNumber	Numeric 5
DistributionOrder	Numeric 2
DateRange	Group
DateRange.BeginDate	Date 8
DateRange.EndDate	Date 8
BeginDate	Date 8
EndDate	Date 8
ACHSequenceNumber	Numeric 2
ChangedFields	Text 1
BankRoutingNumber	Numeric 9
BankInstitutionNumber	Numeric 4
BankTransitNumber	Numeric 5
PrenotifyStatus	Numeric 1
DeductionCycleArray	Array
DeductionCycleArray.BooleanValue	Boolean 1
OriginalOccurrences	Numeric 3
RemainingOccurrences	Numeric 3
BankIdentifierCode	AlphaUpper 11
InternationalBankAccount	Alpha 40
IBANCheckDigits	Alpha 2
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

Field	Size
EmployeeBankDetailsExport_EncryptedObject	Text 1
ReasonComment_encrypted	Boolean 1
CorrectionComment_encrypted	Boolean 1
Message_encrypted	Boolean 1
ChangedFields_encrypted	Boolean 1
EmployeeBankDetailsExport_EncryptedObject_encrypted	Boolean 1

EmployeeBenefitDeductionExport

Note: This export file is obsolete. It is replaced by [EmployeeDeductionExport](#) on page 256.

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
BenefitPlan	AlphaUpper 20
EmployeeBenefit	Numeric 4
DeductionCode	AlphaUpper 20
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1

Field	Size
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
BalanceType	Numeric 1
BalanceAmount	Decimal 18.6
NextAmount	Decimal 13.4
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
PercentMatched	Decimal 5.2
Currency	AlphaUpper 5
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeBenefitExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
BenefitPlan	AlphaUpper 20
EmployeeBenefitEligible	Numeric 4
EmployeeBenefit	Numeric 4

Field	Size
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
Name	Group
Name.FormOfAddress	Alpha 50
Name.GivenName	Alpha 50
Name.PreferredGivenName	Alpha 50
Name.MiddleName	Alpha 50
Name.FamilyNamePrefix	Alpha 20
Name.FamilyName	Alpha 50
Name.PreferredFamilyName	Alpha 50
Name.Affix	Alpha 50
Name.Qualification	Alpha 50
Name.MaidenName	Alpha 50
Name.FormerName	Alpha 50
Name.Alias	Alpha 60
FormerName	Group
FormerName.FamilyName	Alpha 50

Field	Size
FormerName.GivenName	Alpha 50
FormerName.MiddleInitial	AlphaUpper 1
HomeCountry	AlphaUpper 3
StartDate	Date 8
AdjustedStartDate	Date 8
ContinuousEmploymentDate	Date 8
TerminationDate	Date 8
RetirementDate	Date 8
SeniorityDate	Date 8
FirstDateWorked	Date 8
LastDateWorked	Date 8
RelationshipToOrganization	AlphaUpper 20
RelationshipStatus	AlphaUpper 20
WorkType	AlphaUpper 20
Gender	Numeric 1
Birthdate	Date 8
Deceased	Boolean 1
DeathDate	Date 8
Disability	Numeric 1
DisabilityType	AlphaUpper 20
DataPrivacyConsent	Numeric 1
Ethnicity	AlphaUpper 20
MaritalStatus	AlphaUpper 20
HealthInsuranceClaimNumber	Alpha 11
PrimaryCarePhysician	AlphaUpper 20
EstablishedPatient	Numeric 1
PriorMonthsCoverage	Numeric 2
Smoker	Boolean 1
ElectAfterTaxContribution	Boolean 1
Owner	Boolean 1
KeyEmployee	Boolean 1

Field	Size
Officer	Boolean 1
RelatedToEmployer	Boolean 1
HighlyCompensatedEmployee	Boolean 1
Medicare	Numeric 1
TRICARE	Boolean
FEHB	Boolean
OtherHealthInsurance	Boolean
OtherHealthInsuranceName	Alpha 35
OtherHealthInsurancePolicy	Alpha 30
BenefitsContinuation	Group
BenefitsContinuation.TerminationInsufficientPay	Group
BenefitsContinuation.TerminationInsufficient-Pay.PaymentTypeCode	Alpha 2
BenefitsContinuation.TerminationInsufficient-Pay.NotificationDate	Date 8
BenefitsContinuation.TerminationInsufficient-Pay.ElectionDate	Date 8
BenefitsContinuation.FEHBIndicator	Alpha 2
BenefitsContinuation.FEHBElectionDate	Date 8
BenefitsContinuation.FEHBNotificationDate	Date 8
BenefitsContinuation.FEGLIIndicator	Alpha 2
BenefitsContinuation.FEGLIElectionDate	Date 8
BenefitsContinuation.FEGLIElectionNotification-Date	Date 8
BenefitsContinuation.RetirementIndicator	Alpha 2
BenefitsContinuation.RetirementElectionNotifica-tionDate	Date 8
BenefitsContinuation.RetirementElectionDate	Date 8
HypotheticalTourOfDuty	Decimal 9.2
FEGLIAssignmentIndicator	Alpha 1
CourtOrdersForFEGLIPurposesIndicator	Alpha 1
HLCoverageProof	Boolean 1
HLDateVerified	Date 8

Field	Size
DNCoverageProof	Boolean 1
DNDateVerified	Date 8
VisionCoverageProof	Boolean 1
VisionDateVerified	Date 8
FamilyAggregateEmployee	Numeric 13
WorkPostalCode	Alpha 10
LifestyleCredits	Numeric 2
MaxLimitOverride	Numeric 1
StandardHours	Decimal 7.2
PreviousName	Group
PreviousName.FormOfAddress	Alpha 50
PreviousName.GivenName	Alpha 50
PreviousName.PreferredGivenName	Alpha 50
PreviousName.MiddleName	Alpha 50
PreviousName.FamilyNamePrefix	Alpha 20
PreviousName.FamilyName	Alpha 50
PreviousName.PreferredFamilyName	Alpha 50
PreviousName.Affix	Alpha 50
PreviousName.Qualification	Alpha 50
PreviousName.MaidenName	Alpha 50
PreviousName.FormerName	Alpha 50
PreviousName.Alias	Alpha 60
PreviousBirthdate	Date 8
PreviousGender	Numeric 1
PreviousMaritalStatus	AlphaUpper 20
PayrollAddress	Group
PayrollAddress.Country	AlphaUpper 3
PayrollAddress.DeliveryAddress	Group
PayrollAddress.DeliveryAddress.AddressLine1	Alpha 40
PayrollAddress.DeliveryAddress.AddressLine2	Alpha 40
PayrollAddress.DeliveryAddress.AddressLine3	Alpha 40

Field	Size
PayrollAddress.DeliveryAddress.AddressLine4	Alpha 40
PayrollAddress.Municipality	Alpha 30
PayrollAddress.StateProvince	AlphaUpper 3
PayrollAddress.PostalCode	Alpha 10
PayrollAddress.County	Alpha 30
PayrollAddress.Region	AlphaUpper 2
PayrollAddress.Type	Numeric 1
MailingAddress	Group
MailingAddress.Country	AlphaUpper 3
MailingAddress.DeliveryAddress	Group
MailingAddress.DeliveryAddress.AddressLine1	Alpha 40
MailingAddress.DeliveryAddress.AddressLine2	Alpha 40
MailingAddress.DeliveryAddress.AddressLine3	Alpha 40
MailingAddress.DeliveryAddress.AddressLine4	Alpha 40
MailingAddress.Municipality	Alpha 30
MailingAddress.StateProvince	AlphaUpper 3
MailingAddress.PostalCode	Alpha 10
MailingAddress.County	Alpha 30
MailingAddress.Region	AlphaUpper 2
MailingAddress.Type	Numeric 1
WorkEmail	Group
WorkEmail.Telephone	Group
WorkEmail.Telephone.InternationalPrefix	Alpha 6
WorkEmail.Telephone.SubscriberNumber	Alpha 15
WorkEmail.Telephone.Extension	Alpha 10
WorkEmail.EmailAddress	Alpha 256
WorkEmail.InstantMessageAddress	Group
WorkEmail.InstantMessageAddress.IMType	Alpha 10
WorkEmail.InstantMessageAddress.IMUserName	Alpha 100
WorkPhone	Group
WorkPhone.Telephone	Group

Field	Size
WorkPhone.Telephone.InternationalPrefix	Alpha 6
WorkPhone.Telephone.SubscriberNumber	Alpha 15
WorkPhone.Telephone.Extension	Alpha 10
WorkPhone.EmailAddress	Alpha 256
WorkPhone.InstantMessageAddress	Group
WorkPhone.InstantMessageAddress.IMType	Alpha 10
WorkPhone.InstantMessageAddress.IMUser-Name	Alpha 100
	Group
HomePhone.Telephone	Group
HomePhone.Telephone.InternationalPrefix	Alpha 6
HomePhone.Telephone.SubscriberNumber	Alpha 15
HomePhone.Telephone.Extension	Alpha 10
HomePhone.EmailAddress	Alpha 256
HomePhone.InstantMessageAddress	Group
HomePhone.InstantMessageAddress.IMType	Alpha 10
HomePhone.InstantMessageAddress.IMUser-Name	Alpha 100
EligibilityDate	Date 8
EligibilityEndDate	Date 8
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
CoverageClass	Numeric 1
CoverageOptionTable	AlphaUpper 20
CoverageOption	Numeric 2
Salary	Decimal 18.6
SalaryMultiple	Decimal 6.3
CoverageAmount	Decimal 18.6
DependentCoverageAmount	Decimal 18.6
CoverageAge	Decimal 7.4

Field	Size
CoverageAnnualSalary	Decimal 18.6
EvidenceOfInsurability	Numeric 1
AmountSubjectToEOI	Decimal 18.6
EOIReason	Numeric 1
EOINotificationDate	Date 8
EOIDate	Date 8
NumberOfHours	Decimal 6.3
TaxType	Numeric 1
PercentOrAmount	Numeric 1
CyclesRemaining	Numeric 2
DeductionCycles	Numeric 2
EmployeePreTaxContribution	Decimal 18.6
EmployeeAfterTaxContribution	Decimal 18.6
CompanyContribution	Decimal 18.6
FlexContribution	HomePhone Decimal 18.6 HomePhone
ImputedIncome	Decimal 18.6
PremiumAnnualSalary	Decimal 18.6
PremiumAge	Decimal 7.4
PremiumYearsOfService	Decimal 7.4
CompanyMatch	Decimal 18.6
MatchUpTo	Decimal 18.6
Currency	AlphaUpper 5
Country	AlphaUpper 3
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeCompAndSkillExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
CompetencyAndSkill	AlphaUpper 20
EmployeeCompetencyAndSkill	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
WFMStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36

Field	Size
AuditTransactionId	UniqueID 36
Other	Alpha 60
DateAcquired	Date 8
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
DateLastUsed	Date 8
QualificationSource	AlphaUpper 20
OtherSource	Alpha 60
RatingLevel	Numeric 2
VerificationInfo	Group
VerificationInfo.Verified	Boolean 1
VerificationInfo.VerificationDate	Date 8
VerificationInfo.ValidationMethod	AlphaUpper 20
OrganizationSponsored	Boolean 1
ExpirationNotice	Date 8
Comments	Text 1
RequestedRatingLevel	Numeric 2
RequestedNextRenewalDate	Date 8
RequestedNextExpirationDate	Date 8
EmployeeChecklist	Numeric 9
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeContactExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
EmployeeContact	Numeric 6
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
WFMSStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36

Field	Size
Country	AlphaUpper 3
ContactMethod	Numeric 2
ContactDetail	Group
ContactDetail.Telephone	Group
ContactDetail.Telephone.InternationalPrefix	Alpha 6
ContactDetail.Telephone.SubscriberNumber	Alpha 15
ContactDetail.Telephone.Extension	Alpha 10
ContactDetail.EmailAddress	Alpha 256
ContactDetail.InstantMessageAddress	Group
ContactDetail.InstantMessageAddress.IMType	Alpha 10
ContactDetail.InstantMessageAddress.IMUserName	Alpha 100
PreferredContact	Boolean 1
WhenAvailable	Alpha 20
Description	Alpha 30
Active	Boolean 1
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeContractDocumentExport

Field	Size
UniqueID	UniqueID 36

Field	Size
HROrganization	AlphaUpper 4
Employee	Numeric 13
EmployeeContract	Numeric 6
EmployeeContractDocument	Numeric 6
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
WFMSStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Status	Numeric 2
DocumentSource	Numeric 2

Field	Size
ViewingDocument	Boolean 1
Comments	Text 1
EmployeeContractAmendment	Numeric 4
Description	Alpha 60
Active	Boolean 1
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeContractExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
EmployeeContract	Numeric 6
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100

Field	Size
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
WFMSStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Description	Alpha 60
ContractNumber	Alpha 30
Status	Numeric 2
ReplacedEmployee	Numeric 13
WorkAssignment	Numeric 4
EmploymentContractType	AlphaUpper 20
EmploymentContractTemplate	AlphaUpper 20
EmployeeContractDateRange	Group
EmployeeContractDateRange.BeginDate	Date 8
EmployeeContractDateRange.EndDate	Date 8
EmployeeContractDateRange.NumberOfUnits	Numeric 4
EmployeeContractDateRange.UnitType	Numeric 2
EmployeeContractedTime	Group
EmployeeContractedTime.Units	Decimal 7.3

Field	Size
EmployeeContractedTime.UnitType	Numeric 1
EmployeeContractedTime.PerUnitType	Numeric 1
RenewalNotificationDate	Date 8
ContractualFTE	Decimal 7.6
DateSigned	Date 8
RenewalDate	Date 8
RehireWaitingPeriod	Group
RehireWaitingPeriod.Units	Numeric 5
RehireWaitingPeriod.UnitType	Numeric 2
EmploymentContractReason	AlphaUpper 20
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeCredentialExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
Credential	AlphaUpper 20
EmployeeCredential	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8

Field	Size
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
WFMSStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Other	Alpha 60
OriginalCredentialDate	Date 8
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
QualificationSource	AlphaUpper 20
OtherSource	Alpha 60
CredentialNumber	Alpha 20

Field	Size
CredentialCurrency	AlphaUpper 5
CredentialCost	Decimal 18.3
VerificationInfo	Group
VerificationInfo.Verified	Boolean 1
VerificationInfo.VerificationDate	Date 8
VerificationInfo.ValidationMethod	AlphaUpper 20
OrganizationSponsored	Boolean 1
ExpirationNotice	Date 8
Comments	Text 1
RequestedNextRenewalDate	Date 8
RequestedNextExpirationDate	Date 8
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeDeductionExport

Note: This export replaces [EmployeeBenefitDeductionExport](#) on page 238, which is obsolete.

UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
DeductionCode	AlphaUpper 20
EmployeeDeduction	Numeric 4
SystemTimeStamp	TimeStamp 16

EffectiveDate	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
BenefitPlan	AlphaUpper 20
EmployeeBenefit	Numeric 4
BalanceType	Numeric 1
BalanceAmount	Decimal 18.6
NextAmount	Decimal 13.4
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
PercentMatched	Decimal 5.2
Currency	AlphaUpper 5
PayrollSequenceNumber	Numeric 4
ExportRun	Group
ExportRun.RunDate	Date 8

ExportRun.RunNumber	Numeric 3
EdmFc	AlphaUpper 1
EdmCompany	Numeric 4
EdmEmployee	Numeric 9
EdmDedCode	AlphaUpper 4
EdmDedSeqNbr	Numeric 4
EdmNextAmount	Decimal 17.4
EdmBalanceType	AlphaUpper 1
EdmBalanceAmt	Decimal 15.2
EdmEffectDate	Date 8
EdmEndDate	Date 8
EdmPctMatched	Decimal 7.2
GhrSeqNbr	Numeric 4
Country	AlphaUpper 3
DeductionType	Numeric 1
AmountFlag	Boolean 1
Percent	Percent 13.4
PercentFlag	Boolean 1
DateRangeEndFlag	Boolean 1
DateRangeBeginFlag	Boolean 1
Cycles	Numeric 1
CyclesFlag	Boolean 1
Arrears	Numeric 1
ArrearsFlag	Boolean 1
Priority	Numeric 4
PriorityFlag	Boolean 1
MonthlyLimit	Decimal 19.3
MonthlyLimitFlag	Boolean 1
PaymentLimit	Decimal 19.3
PaymentLimitFlag	Boolean 1
MaritalStatus	Numeric 2
Exemptions	Numeric 4

ExemptAmount	Decimal 19.3
TaxExempt	Numeric 1
PersonalExemptions	Numeric 4
DependentExemptions	Numeric 4
AdditionalExemptions	Numeric 4
AdditionalExemptionsAmount	Decimal 19.3
FormYear	Year
MultipleJobs	Boolean 1
W4DependentsAmount	Decimal 19.3
W4OtherIncomeAmount	Decimal 19.3
W4DeductionsAmount	Decimal 19.3
TaxProviderAdditionalTaxCode	Numeric 2
AdditionalRate	Percent 7.4
AdditionalAmount	Decimal 19.3
CertificateCode	Numeric 1
TaxProviderResidentCode	Alpha 1
TaxProviderFormulaNumber	Numeric 2
EligibilityGroup	AlphaUpper 20
ReduceAuthorityPayPeriodWagesAmount	Decimal 19.3
ReduceAuthorityPayPeriodWagesPercent	Percent 13.4
EmployeeGarnishment	Numeric 5
AdditionalOrMinimumAmount	Decimal 13.4
AdditionalOrMinimumPercent	Decimal 13.4
ExcludeAmount	Decimal 13.4
FilingStatus	Numeric 1
NumberOfExemptions	Numeric 2
LevyEffectiveYear	Year
AdditionalStandardExemptions	Numeric 1
SubPriority	Numeric 2
LockIn	Boolean 1
LockInExemptions	Numeric 4
LockInMaritalStatus	Numeric 2

EmployeeGarnishmentOverrideAdministrativeFee	Boolean 1
GHRCriteria	Group
GHRCriteria.Country	AlphaUpper 3
GHRCriteria.PayrollProvider	AlphaUpper 20
OriginatingLinkedDeductionCode	AlphaUpper 20
OriginatingLinkedEmployeeDeduction	Numeric 4
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeDeductionExportRun

UniqueID	UniqueID 36
EmployeeDeductionExportRun	Group
EmployeeDeductionExportRun.RunDate	Date 8
EmployeeDeductionExportRun.RunNumber	Numeric 3
RecordsExported	Numeric 7
EmployeeDeductionExportRun_relevance_score	Numeric 9
EmployeeDeductionExportRun_has_future_changes	Boolean 1
EmployeeDeductionExportRun_ActionRequest	UniqueID 36
EmployeeDeductionExportRun_actor	Alpha 30
EmployeeDeductionExportRun_agent_actor	Alpha 30
EmployeeDeductionExportRun_authenticated_actor	Alpha 30
EmployeeDeductionExportRun_actiontype	Numeric 1

EmployeeDevelActivityCstExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
EmployeeDevelopmentActivity	Numeric 8
EmployeeDevelopmentActivityCost	Numeric 6
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
DevelopmentStandardCost	AlphaUpper 20
DevelopmentActivityCostType	AlphaUpper 20
Active	Boolean 1

Field	Size
EstimatedNumberOfUnits	Numeric 5
ActualNumberOfUnits	Numeric 5
EmployeeCostCurrency	AlphaUpper 5
EmployeeActivityEstimatedCost	Decimal 18.3
EmployeeActivityFinalizedCost	Decimal 18.3
EmployeeActivityActualCost	Decimal 18.3
Comment	Alpha 60
CreatedEstimatedAsOfDate	Date 8
CreatedEstimatedCost	Decimal 18.3
CalculatedActualAsOfDate	Date 8
CalculatedActualCost	Decimal 18.3
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeDevelopmentActivityExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
EmployeeDevelopmentActivity	Numeric 8
SystemTimeStamp	TimeStamp 16
AuditTransactionId	UniqueID 36
EffectiveDate	Date 8

Field	Size
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
LMSStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
DevelopmentPeriod	AlphaUpper 20
DevelopmentBudgetCategory	AlphaUpper 30
Supervisor	Numeric 9
DevelopmentActivity	Alpha 36
Description	Alpha 60
StartDate	Date 8
ExpectedCompletionDate	Date 8
CompletionDate	Date 8
Priority	Numeric 2
Status	Numeric 2
Comments	Text 1
InitiatedBy	Numeric 1
DIF	Boolean 1
Required	Boolean 1
ActivityType	Numeric 1
ActualDevelopmentBudget	AlphaUpper 20

Field	Size
InFinalizedPlan	Boolean 1
Reviewed	Boolean 1
RequestDate	Date 8
Rationale	Text 1
DevelopmentActivityCategory	AlphaUpper 20
DevelopmentActivityType	AlphaUpper 20
ImputableFor2483	Boolean 1
ResourceActivityOrigin	AlphaUpper 20
PreferredSession	Numeric 6
MissingDataDisplay	Numeric 2
ActivityDisplay	Alpha 60
EstimatedHoursOutsideOfWork	Numeric 5
ActualHoursOutsideOfWork	Numeric 5
PartOfOrganizationalDevelopmentPlan	Boolean 1
ActivityFinishDate	Date 8
FinishedComments	Text 1
RegisterForFirstAvailableSession	Boolean 1
FromMassAssign	Boolean 1
LMSCourseEnrollmentDate	Date 8
LMSEnrollmentStatus	Boolean 1
LMSCompletionStatus	Boolean 1
LMSEventEnrollmentDate	Date 8
LMSEventID	Numeric 9
LMSDateScored	Date 8
LMSScore	Numeric 3
LMSScoreDateModified	Date 8
LMSEventCompletionDeadline	Date 8
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16

Field	Size
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeEducationExport

UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
Education	AlphaUpper 20
EmployeeEducation	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1

Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Other	Alpha 60
CompletionDate	Group
CompletionDate.Month	Numeric 2
CompletionDate.Year	Year
EducationSpecialization	AlphaUpper 20
OtherSpecialization	Alpha 60
EducationInstitution	AlphaUpper 20
OtherInstitution	Alpha 60
OtherInstitutionAddress	Group
OtherInstitutionAddress.Country	AlphaUpper 3
OtherInstitutionAddress.DeliveryAddress	Group
OtherInstitutionAddress.DeliveryAddress.AddressLine1	Alpha 40
OtherInstitutionAddress.DeliveryAddress.AddressLine2	Alpha 40
OtherInstitutionAddress.DeliveryAddress.AddressLine3	Alpha 40
OtherInstitutionAddress.DeliveryAddress.AddressLine4	Alpha 40
OtherInstitutionAddress.Municipality	Alpha 35
OtherInstitutionAddress.StateProvince	AlphaUpper 3
OtherInstitutionAddress.PostalCode	Alpha 12
OtherInstitutionAddress.County	Alpha 30
OtherInstitutionAddress.Region	AlphaUpper 2
OtherInstitutionAddress.Type	Numeric 1
EducationRating	Alpha 15
InProcess	Boolean 1
EducationCurrency	AlphaUpper 5
EducationCost	Decimal 18.3
VerificationInfo	Group

VerificationInfo.Verified	Boolean 1
VerificationInfo.VerificationDate	Date 8
VerificationInfo.ValidationMethod	AlphaUpper 20
OrganizationSponsored	Boolean 1
Comments	Text 1
RequestedCompletionDate	Group
RequestedCompletionDate.Month	Numeric 2
RequestedCompletionDate.Year	Year
ChangedField	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeEmergencyContactExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
SequenceNumber	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransationId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20

Field	Size
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
ChangedFields	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
WFMSStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Name	Group
Name.FamilyName	Alpha 50
Name.GivenName	Alpha 50
Name.MiddleInitial	AlphaUpper 1
RelationToEmployee	Alpha 30
HomePhone	Group
HomePhone.InternationalPrefix	Alpha 6
HomePhone.SubscriberNumber	Alpha 15
HomePhone.Extension	Alpha 10
WorkPhone	Group
WorkPhone.InternationalPrefix	Alpha 6

Field	Size
WorkPhone.SubscriberNumber	Alpha 15
WorkPhone.Extension	Alpha 10
MobilePhone	Group
MobilePhone.InternationalPrefix	Alpha 6
MobilePhone.SubscriberNumber	Alpha 15
MobilePhone.Extension	Alpha 10
Pager	Group
Pager.InternationalPrefix	Alpha 6
Pager.SubscriberNumber	Alpha 15
Pager.Extension	Alpha 10
EmailAddress	Alpha 256
InstantMessage	Group
InstantMessage.IMType	Alpha 10
InstantMessage.IMUserName	Alpha 100
PostalAddress	Group
PostalAddress.Country	AlphaUpper 3
PostalAddress.DeliveryAddress	Group
PostalAddress.DeliveryAddress.AddressLine1	Alpha 40
PostalAddress.DeliveryAddress.AddressLine2	Alpha 40
PostalAddress.DeliveryAddress.AddressLine3	Alpha 40
PostalAddress.DeliveryAddress.AddressLine4	Alpha 40
PostalAddress.Municipality	Alpha 30
PostalAddress.StateProvince	AlphaUpper 3
PostalAddress.PostalCode	Alpha 10
PostalAddress.County	Alpha 30
PostalAddress.Region	AlphaUpper 2
PostalAddress.Type	Numeric 1
PreferredContactMethod	Numeric 1
PreferredContact	Boolean 1
SameAsResourceAddress	Numeric 6
EffectiveTimeZone	Alpha 3

Field	Size
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeExport

Field	Size
UniqueID	UniqueID 36
EmployeeExport_CreateStamp	Group
EmployeeExport_CreateStamp.TimeStamp	TimeStamp 16
EmployeeExport_CreateStamp.Actor	Alpha 30
EmployeeExport_UpdateStamp	Group
EmployeeExport_UpdateStamp.TimeStamp	TimeStamp 16
EmployeeExport_UpdateStamp.Actor	Alpha 16
EmployeeExport_AuditLog	Text 1
EmployeeExport_DeleteFlag	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100

Field	Size
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
WFMStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
SecurityStatus	Numeric 1
Message	Text 1
LMSMessage	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Name	Group
Name.FormOfAddress	Alpha 50
Name.GivenName	Alpha 50
Name.PreferredGivenName	Alpha 50
Name.MiddleName	Alpha 50
Name.FamilyNamePrefix	Alpha 20
Name.FamilyName	Alpha 50
Name.PreferredFamilyName	Alpha 50
Name.Affix	Alpha 50
Name.Qualification	Alpha 50
Name.MaidenName	Alpha 50
Name.FormerName	Alpha 50

Field	Size
Name.Alias	Alpha 60
FormerName	Group
FormerName.FamilyName	Alpha 50
FormerName.GivenName	Alpha 50
FormerName.MiddleInitial	AlphaUpper 1
HomeCountry	AlphaUpper 3
PrimaryWorkAssignment	Numeric 4
StartDate	Date 8
AdjustedStartDate	Date 8
ContinuousEmploymentDate	Date 8
Source	AlphaUpper 20
SpecificSource	AlphaUpper 20
ReferringSource	Alpha 30
EligibleForRehire	Boolean 1
AnniversaryDate	Date 8
TerminationNoticeDate	Date 8
TerminationDate	Date 8
RetirementDate	Date 8
SeniorityDate	Date 8
FirstDateWorked	Date 8
LastDateWorked	Date 8
LastDatePaid	Date 8
RelationshipToOrganization	AlphaUpper 20
RelationshipStatus	AlphaUpper 20
WorkType	AlphaUpper 20
IsAMentor	Boolean 1
WorkingRemotely	Boolean 1
Gender	Numeric 1
VeteranCode	AlphaUpper 20
ProtectedVeteranStatus	Numeric 2
DischargeDate	Date 8

Field	Size
FederalMilitaryService	Group
FederalMilitaryService.StartDate	Date 8
FederalMilitaryService.EndDate	Date 8
FederalMilitaryService.CreditableMilitaryServiceYears	Numeric 4
FederalMilitaryService.CreditableMilitaryServiceMonths	Numeric 4
FederalMilitaryService.CreditableMilitaryServiceDays	Numeric 4
FederalMilitaryService.ActiveUniformedServiceIndicator	AlphaUpper 4
FederalMilitaryService.CharacterOfServiceCode	AlphaUpper 4
FederalMilitaryService.SerialNumber	AlphaUpper 50
FederalMilitaryService.MilitaryBranchTypeCode	AlphaUpper 4
FederalMilitaryService.DischargeTypeCode	AlphaUpper 4
Birthdate	Date 8
Deceased	Boolean 1
DeathDate	Date 8
Language	Alpha 2
Locale	Group
Locale.IsoLanguage	Alpha 2
Locale.IsoCountry	AlphaUpper 2
Locale.Variant	Alpha 96
Religion	AlphaUpper 20
Nationality	AlphaUpper 20
BirthCity	Alpha 60
BirthCountry	AlphaUpper 3
Disability	Numeric 1
DisabilityType	AlphaUpper 20
DataPrivacyConsent	Numeric 1
Aboriginal	Numeric 1
VisibleMinorities	Numeric 1
Ethnicity	AlphaUpper 20
HispanicOrLatinoOrigin	Boolean 1
Races	Array

Field	Size
Races.Race	AlphaUpper 20
MilitaryStatus	AlphaUpper 20
ResourceComments	Text 1
OtherAmount1	Decimal 18.6
OtherAmount2	Decimal 18.6
OtherAmount3	Decimal 18.6
OtherAmount4	Decimal 18.6
OtherAmount5	Decimal 18.6
OtherAmount1Currency	AlphaUpper 5
OtherAmount2Currency	AlphaUpper 5
OtherAmount3Currency	AlphaUpper 5
OtherAmount4Currency	AlphaUpper 5
OtherAmount5Currency	AlphaUpper 5
OtherDate1	Date 8
OtherDate2	Date 8
OtherDate3	Date 8
OtherDate4	Date 8
OtherDate5	Date 8
MaritalStatus	AlphaUpper 20
LegacyEmploymentNumber	Alpha 20
CandidateNumber	Numeric 10
OriginatingCandidate	Numeric 10
UseForMailing	Numeric 6
UseForPayroll	Numeric 6
UseForWorkEmail	Numeric 6
UseForWorkPhone	Numeric 6
Preferences	Group
Preferences.Travel	Numeric 1
Preferences.TravelPercent	Percent 5.2
Preferences.Relocate	Numeric 1
Preferences.InternationalAssignment	Numerc 1

Field	Size
Preferences.WorkLifeBalance	Text 1
Preferences.PointOfOrigin	AlphaUpper 20
Preferences.WorkOverTime	Numeric 1
PreferencePositions	Group
PreferencePositions.PreferredPosition1	Numeric 9
PreferencePositions.PreferredPosition2	Numeric 9
PreferencePositions.PreferredPosition3	Numeric 9
Succession	Group
Succession.Sponsor	Numeric 13
Succession.Potential	Numeric 1
Succession.DateRecommended	Date 8
Succession.KeyStrengths	Text 1
Succession.AreasOfOpportunity	Text 1
Succession.RetentionReason	AlphaUpper 20
Succession.RetentionSeverity	Numeric 2
Succession.RetentionComments	Text 1
Succession.MeasureOfPotential	Decimal 6.2
Succession.IndicatorOfPotential	Numeric 2
Succession.RatingScale	AlphaUpper 20
Succession.RatingLevel	Numeric 2
Succession.RatingScore	Decimal 4.2
SuccessioDaten.PerformanceUpdated	Date 8
Succession.IndicatorOfPerformance	Numeric 2
OptOutOfWorkingTime	Numeric 1
MilitaryReserve	Numeric 1
NationalityCountry	AlphaUpper 3
WorksCouncilRole	Alpha 60
WorksCouncilDateRange	Group
WorksCouncilDateRange.Begin	Date 8
WorksCouncilDateRange.End	Date 8
HRGrantManagement	Group

Field	Size
HRGrantManagement.LaborDistribution	Boolean 1
HRGrantManagement.SalaryEncumbrance	Boolean 1
HRGrantManagement.EncumbranceFringeRate	Decimal 13.6
HRGrantManagement.FringeEncumbranceAccountCategory	AlphaUpper 5
HRGrantManagement.GLCompany	Numeric 4
HRGrantManagement.FringeEncumbranceAccount	Group
HRGrantManagement.FringeEncumbranceAccount.Account	Numeric 6
HRGrantManagement.FringeEncumbranceAccount.SubAccount	Numeric 4
HRGrantManagement.EffortReporting	Boolean 1
HRGrantManagement.EffortCurrency	AlphaUpper 5
HRGrantManagement.PrimaryCertifier	Numeric 13
HRGrantManagement.SecondaryCertifier	Numeric 13
HRGrantManagement.PrimaryCertifierCompany	Numeric 4
HRGrantManagement.SecondaryCertifierCompany	Numeric 4
WorkEligibilityDocument1	Group
WorkEligibilityDocument1.WorkEligibilityType	AlphaUpper 20
WorkEligibilityDocument1.WorkEligibilityDescription	AlphaUpper 20
WorkEligibilityDocument1.Number	AlphaUpper 20
WorkEligibilityDocument1.Expiration	Date 8
WorkEligibilityDocument2	Group
WorkEligibilityDocument2.WorkEligibilityType	AlphaUpper 20
WorkEligibilityDocument2.WorkEligibilityDescription	AlphaUpper 20
WorkEligibilityDocument2.Number	AlphaUpper 20
WorkEligibilityDocument2.Expiration	Date 8
WorkEligibilityStatus	AlphaUpper 20
AlienNumber	AlphaUpper 11
AlienExpiration	Date 8
AdmissionNumber	AlphaUpper 13
Authorization	Alpha 30
OnBoardStatus	Numeric 1
OnBoardUpdated	TimeStamp 16

Field	Size
ID	Group
ID.Type	Numeric 1
ID.IssuingAuthority	Alpha 50
ID.DocumentNumber	Alpha 50
ID.State	AlphaUpper 3
ID.IDClass	Alpha 3
ID.ExpirationDate	Date 8
PersonnelBODStatus	Numeric 1
FutureResendRecordsAreIncomplete	Boolean 1
HealthInsuranceClaimNumber	Alpha 11
PrimaryCarePhysician	AlphaUpper 20
EstablishedPatient	Numeric 1
PriorMonthsCoverage	Numeric 2
Smoker	Boolean 1
ElectAfterTaxContribution	Boolean 1
Owner	Boolean 1
KeyEmployee	Boolean 1
Officer	Boolean 1
RelatedToEmployer	Boolean 1
HighlyCompensatedEmployee	Boolean 1
Medicare	Numeric 1
TRICARE	Boolean
FEHB	Boolean
OtherHealthInsurance	Boolean
OtherHealthInsuranceName	Alpha 35
OtherHealthInsurancePolicy	Alpha 30
BenefitsContinuation	Group
BenefitsContinuation.TerminationInsufficientPay	Group
BenefitsContinuation.TerminationInsufficientPay.PaymentTypeCode	Alpha 2
BenefitsContinuation.TerminationInsufficientPay.NotificationDate	Date 8
BenefitsContinuation.TerminationInsufficientPay.ElectionDate	Date 8

Field	Size
BenefitsContinuation.FEHBIndicator	Alpha 2
BenefitsContinuation.FEHBElectionDate	Date 8
BenefitsContinuation.FEHBNotificationDate	Date 8
BenefitsContinuation.FEGLIIndicator	Alpha 2
BenefitsContinuation.FEGLIElectionDate	Date 8
BenefitsContinuation.FEGLIElectionNotificationDate	Date 8
BenefitsContinuation.RetirementIndicator	Alpha 2
BenefitsContinuation.RetirementElectionNotificationDate	Date 8
BenefitsContinuation.RetirementElectionDate	Date 8
HypotheticalTourOfDuty	Decimal 9.2
FEGLIAssignmentIndicator	Alpha 1
CourtOrdersForFEGLIPurposesIndicator	Alpha 1
HLCoverageProof	Boolean 1
HLDateVerified	Date 8
DNCoverageProof	Boolean 1
DNDateVerified	Date 8
VisionCoverageProof	Boolean 1
VisionDateVerified	Date 8
FamilyAggregateEmployee	Numeric 13
WorkPostalCode	Alpha 10
LifestyleCredits	Numeric 2
MaxLimitOverride	Numeric 1
EmployeeEnrollment	Numeric 9
PAPersonID	Alpha 25
AnnuitantIndicator	AlphaUpper 1
Tenure	AlphaUpper 1
VeteransPreference	AlphaUpper 1
VeteransPreferenceForRIFIndicator	Alpha 2
PayrollOfficeNumber	Alpha 35
ServiceComputationDate	Date 8
LeaveWithoutPayNotToExceed	Date 8

Field	Size
ExtensionOfLeaveWithoutPayNotToExceed	Date 8
FurloughNotToExceed	Date 8
ExtensionOfFurloughNotToExceed	Date 8
SabbaticalNotToExceed	Date 8
SuspensionNotToExceed	Date 8
ReturnFromOverseas	Date 8
PreviousRetirementCoverage	Numeric 1
FrozenServiceYears	Numeric 4
FrozenServiceMonths	Numeric 4
FederalRetirementPlan	AlphaUpper 2
FederalFERSCoverage	AlphaUpper 1
FederalPayUSERRAStatus	AlphaUpper 1
StandardHours	Decimal 7.2
CitizenshipCountry	AlphaUpper 3
TypeOfAppointment	AlphaUpper 2
TeleworkEligible	Boolean 1
PayrollRecurringTimeRecord	Numeric 1
ResidentState	AlphaUpper 3
ResidentCityTaxAuthority	AlphaUpper 20
ResidentCountyTaxAuthority	AlphaUpper 20
ResidentSchoolDistrictTaxAuthority	AlphaUpper 20
ResidentTransportationTaxAuthority	AlphaUpper 20
WorkState	Alpha 3
WorkCityTaxAuthority	AlphaUpper 20
WorkCountyTaxAuthority	AlphaUpper 20
WorkSchoolDistrictTaxAuthority	AlphaUpper 20
WorkTransportationTaxAuthority	AlphaUpper 20
WorkersCompensationState	AlphaUpper 3
TaxProviderGroupCode	Alpha 11
DefaultMaritalStatus	Numeric 2
TaxFrequency	Numeric 3

Field	Size
ResidentCountryCode	Numeric 1
DefaultExemptions	Numeric 4
ResidentEmployeeType	Numeric 1
MilitarySpouseTaxExemptCertificateState	AlphaUpper 3
ForeignEarnedIncomeYear	Year
ForeignEarnedIncomeExclusionIndicator	Boolean 1
ForeignEarnedIncomeWageOverride	Decimal 18.3
TaxFilter	Numeric 1
PublicSectorRetirementPlan	Numeric 2
UseAdjustedHireDate	Boolean 1
RailroadCode	Numeric 1
MembershipRefreshTimeStamp	TimeStamp 16
ExportToLMSAsActive	Boolean 1
EmployeeExportWorkUnitCreated	Boolean 1
CreatedForFileCreationSetup	Boolean 1
ChangedFields	Text 1
SalaryPaidThroughPayroll	Boolean 1
ExpensesPaidThroughPayroll	Boolean 1
HRSDEmployeeStatus	Numeric 1
HRSDEmployeeMessage	Numeric 1
HRMUpdateAllFields	AlphaUpper 20
BODVariationID	Decimal 22
GenderIdentity	AlphaUpper 20
SexualOrientation	AlphaUpper 20
IncludedInFileCreationRecord	Boolean 1
PayrollProvider	AlphaUpper 20
LegalLocalName	Group
LegalLocalName.FamilyName	Alpha 50
LegalLocalName.GivenName	Alpha 50
LegalLocalName.MiddleName	Alpha 50
SecondLegalLocalName	Group

Field	Size
SecondLegalLocalName.FamilyName	Alpha 50
SecondLegalLocalName.GivenName	Alpha 50
SecondLegalLocalName.MiddleName	Alpha 50
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8
FileCreationMessage	Text 1
AnnualAggregateLimit	AlphaUpper 8
AnnualPremiumLimit	AlphaUpper 8
BiWeeklyPremiumLimit	AlphaUpper 8

EmployeeIdNumberExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
EmployeeIdentificationNumber	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40

Field	Size
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
WFMSStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Country	AlphaUpper 3
IdentificationNumber	AlphaUpper 20
ExpirationDate	Date 8
Comments	Alpha 100
Pending	Boolean 1
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8

Field	Size
SystemCurrentCorporateDate	Date 8
EmployeeIdNumberExport_EncryptedObject	Text 1
ReasonComment_encrypted	Boolean 1
CorrectionComment_encrypted	Boolean 1
Message_encrypted	Boolean 1
ChangedFields_encrypted	Boolean 1
EmployeeIdNumberExport_EncryptedObject_encrypted	Boolean 1

EmployeeInvestmentExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
BenefitPlanInvestment	Numeric 4
BenefitPlan	AlphaUpper 20
EmployeeBenefit	Numeric 4
EmployeeBenefitEligible	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1

Field	Size
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
EmployeeInvestmentDistribution	Numeric 4
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
DistributionPercent	Percent 5.2
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeOtherPayRateExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
SequenceNumber	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13

Field	Size
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
WFMSStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
HROrganizationUnit	Numeric 6
Position	Numeric 9
Location	AlphaUpper 20
PayCode	AlphaUpper 20
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
PayRate	Decimal 18.6
OtherPayRatePercent	Percent 6.3
Currency	AlphaUpper 5

Field	Size
OtherPayType	AlphaUpper 20
OtherPayRateCategory	Numeric 2
IncludeInTotalPayRate	Boolean 1
IncludeInTargetCompensation	Boolean 1
InformationOnly	Boolean 1
DisplayInContract	Boolean 1
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeePayElementExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
WorkAssignment	Numeric 4
SequenceNumber	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20

Field	Size
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
WFMStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
PayElement	AlphaUpper 20
PayElementCalculationRule	AlphaUpper 20
PayCalculationType	Numeric 2
PayMatrix	AlphaUpper 20
MatrixRow	Numeric 4
MatrixColumn	Numeric 6
PayCode	AlphaUpper 20
Multiple	Decimal 18.6
PayRateType	AlphaUpper 1

Field	Size
PayFrequency	Numeric 1
Currency	AlphaUpper 5
Amount	Decimal 18.6
GOSIPensionAllowance	Numeric 2
DisplayInContract	Boolean 1
InformationalOnly	Boolean 1
IncludeInTotalPayRate	Boolean 1
DisplayOrder	Numeric 4
CalculatedPayRateType	AlphaUpper 1
CalculatedPayFrequency	Numeric 1
NumberOfMonths	Numeric 2
AnnualAmount	Decimal 18.6
HourlyAmount	Decimal 18.6
WeeklyAmount	Decimal 18.6
BiWeeklyAmount	Decimal 18.6
MonthlyAmount	Decimal 18.6
SemiMonthlyAmount	Decimal 18.6
ChangedFields	Text 1
GHRCriteria	Group
GHRCriteria.Country	AlphaUpper 3
GHRCriteria.PayrollProvider	AlphaUpper 20
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeePersonalDevelBalExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
PersonalDevelopmentBalanceType	Numeric 1
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
WFMSStatus	Text 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
HoursBalance	Decimal 5.2
BalanceUpdate	Decimal 5.2

Field	Size
Comment	Text 1
TimeLastUpdated	TimeStamp 16
DevelopmentActivity	AlphaUpper 20
SessionDescription	Alpha 20
SessionDate	Date 8
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeThirdPartyPRExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
EmployeeThirdPartyPayroll	Numeric 13
PayrollProvider	Numeric 2
PrimaryPayrollCountry	AlphaUpper 3
UserLevel	Alpha 10
ProvidentFundAccountNumber	Alpha 20
ProvidentFundRegistrationNumber	Alpha 20
StateInsurancePersonNumber	Alpha 20
StateInsuranceRegistrationNumber	Alpha 20
TerminationReason	Numeric 2

Field	Size
HusbandOrFatherName	Group
HusbandOrFatherName.FamilyName	Alpha 50
HusbandOrFatherName.GivenName	Alpha 50
HusbandOrFatherName.MiddleInitial	AlphaUpper 1
HusbandOrFatherIndicator	Numeric 1
PayrollHoldFlag	Numeric 1
GovernmentEmployee	Boolean 1
ProvidentFundContributionBasis	Numeric 1
IsADirector	Boolean 1
PrimaryWorkState	AlphaUpper 3
PrimaryTaxProvince	AlphaUpper 3
PrimaryWorkCityTaxAuthority	Alpha 20
PrimaryWorkCountyAuthority	Alpha 20
TaxGroup	Alpha 20
WorkersCompensationState	AlphaUpper 3
ResidentTaxCityAuthority	Alpha 20
AutomaticTimeRecord	Alpha 1
PayrollAccountNumberGroup	Alpha 4
QuebecEnterpriseNumberGroup	Alpha 4
AutomaticDeposit	AlphaUpper 1
ThresholdTimeRecordAmount	Decimal 11.2
PercentAboveThresholdAllowed	Decimal 6.3
AmountAboveThresholdAllowed	Numeric 9
HoursAboveThresholdAllowed	Decimal 7.2
WithholdingCategory	Numeric 2
TotalAllowance	Numeric 5
AdditionalAmount	Decimal 9.2
ExemptionStatus	Numeric 1
NonresidentAlien	Boolean 1
FormYear	Numeric 4
MultipleJobs	Boolean 1

Field	Size
W4DependentsAmount	Decimal 19.3
W4OtherIncomeAmount	Decimal 19.3
W4DeductionsAmount	Decimal 19.3
GOSIPensionSalaryAt45	Decimal 18.6
GOSIPensionSalaryAt49	Decimal 18.6
GOSIPensionSalary	Decimal 18.6
EstimatedLoanableGratuity	Decimal 13.4
BankName	Alpha 40
LoanStatus	Numeric 1
GratuityWage	Decimal 18.3
NonServiceDays	Decimal 8.2
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
HRSDStatus	Numeric 1

Field	Size
LMSStatus	Numeric 1
WFMStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

EmployeeTravelDocumentExport

UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
TravelDocument	AlphaUpper 20
SequenceNumber	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100

InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ExpirationDate	Date 8
DocumentNumber	AlphaUpper 30
NotificationDays	Numeric 3
Country	Numeric 3
ApplicationDate	Date 8
ApplicationStatus	AlphaUpper 20
IssueLocation	Alpha 40
IssueDate	Date 8
IssuedBy	Alpha 30
Comments	Text 1
CancellationDate	Date 8
ReasonForCancellation	AlphaUpper 20
TransactionNumber	Decimal 25
ReferenceBankingNumber	Decimal 25
Fee	Decimal 8.2
FeeCurrency	AlphaUpper 5
FeeType	AlphaUpper 20
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3

ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

FederalPayTableImport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
StepAndGradeVersion	Date 8
LOCNAME	AlphaUpper 20
GRADE	Numeric 4
ANNUAL1	Decimal 18.6
HOURLY1	Decimal 18.6
OVERTIME1	Decimal 18.6
ANNUAL2	Decimal 18.6
HOURLY2	Decimal 18.6
OVERTIME2	Decimal 18.6
ANNUAL3	Decimal 18.6
HOURLY3	Decimal 18.6
OVERTIME3	Decimal 18.6
ANNUAL4	Decimal 18.6
HOURLY4	Decimal 18.6
OVERTIME4	Decimal 18.6
ANNUAL5	Decimal 18.6
HOURLY5	Decimal 18.6
OVERTIME5	Decimal 18.6

Field	Size
ANNUAL6	Decimal 18.6
HOURLY6	Decimal 18.6
OVERTIME6	Decimal 18.6
ANNUAL7	Decimal 18.6
HOURLY7	Decimal 18.6
OVERTIME7	Decimal 18.6
ANNUAL8	Decimal 18.6
HOURLY8	Decimal 18.6
OVERTIME8	Decimal 18.6
ANNUAL9	Decimal 18.6
HOURLY9	Decimal 18.6
OVERTIME9	Decimal 18.6
ANNUAL10	Decimal 18.6
HOURLY10	Decimal 18.6
OVERTIME10	Decimal 18.6

GeneralLedgerExport

Field	Size
UniqueID	UniqueID 36
GeneralLedgerExport_CreateStamp	Group
GeneralLedgerExport_CreateStamp.TimeStamp	TimeStamp 16
GeneralLedgerExport_CreateStamp.Actor	Alpha 30
GeneralLedgerExport_UpdateStamp	Group
GeneralLedgerExport_UpdateStamp.TimeStamp	TimeStamp 16
GeneralLedgerExport_UpdateStamp.Actor	Alpha 30
RecordStatus	Numeric 1
HROrganization	AlphaUpper 4
PostingDate	Date 8
GLCompany	Numeric 4

Field	Size
AccountingUnit	AlphaUpper 15
Account	Numeric 6
SubAccount	Numeric 4
Activity	AlphaUpper 15
AcctCategory	AlphaUpper 5
CostCenter	AlphaUpper 30
Project	AlphaUpper 30
Currency	AlphaUpper 5
Reversing	Boolean 1
Reference	Alpha 10
BaseAmount	Decimal 18.2
BaseCurrency	AlphaUpper 5
BaseRate	Decimal 31.15
TransactionAmount	Decimal 18.2
UnitsAmount	Decimal 18.2
ErrorMessage	Text 1
SequenceNumber	Numeric 13
CreateDate	Date 8
CreateTime	Time 6
JournalID	UniqueID 36
JournalTimestamp	Alpha 30

HRLocationExport

Field	Size
UniqueID	UniqueID 36
HRLocationExport_CreateStamp	Group
HRLocationExport_CreateStamp.TimeStamp	TimeStamp 16
HRLocationExport_CreateStamp.Actor	Alpha 30
HRLocationExport_UpdateStamp	Group

Field	Size
HRLocationExport_UpdateStamp.TimeStamp	TimeStamp 16
HRLocationExport_UpdateStamp.Actor	Alpha 30
HRLocationExport_AuditLog	Text 1
HRLocationExport_DeleteFlag	UniqueID 36
HROrganization	AlphaUpper 4
HRLocation	AlphaUpper 20
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
Description	Alpha 60
ContactName	Group
ContactName.FamilyName	Alpha 50
ContactName.GivenName	Alpha 50
ContactName.MiddleInitial	AlphaUpper 1
Address	Group

Field	Size
Address.Country	AlphaUpper 3
Address.DeliveryAddress	Group
Address.DeliveryAddress.AddressLine1	Alpha 40
Address.DeliveryAddress.AddressLine2	Alpha 40
Address.DeliveryAddress.AddressLine3	Alpha 40
Address.DeliveryAddress.AddressLine4	Alpha 40
Address.Municipality	Alpha 35
Address.StateProvince	AlphaUpper 3
Address.PostalCode	Alpha 12
Address.PostalCode	Alpha 30
Address.Region	AlphaUpper 2
Address.Type	Numeric 1
Phone	Group
Phone.InternationalPrefix	Alpha 6
Phone.SubscriberNumber	Alpha 15
Phone.Extension	Alpha 10
Fax	Group
Fax.InternationalPrefix	Alpha 6
Fax.SubscriberNumber	Alpha 15
Fax.Extension	Alpha 10
EmailAddress	Alpha 256
LocationOfJob	Array
LocationOfJob.Location	Alpha 25
LocationDescription	Alpha 60
OtherLocation	Alpha 60
LastIncidentDate	Date 8
LastInjuryDate	Date 8
ThirdPartyI9WorksiteID	Numeric 10
I9WorksiteException	Alpha 100
BODVariationID	Decimal 22
EffectiveTimeZone	Alpha 3

Field	Size
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

HROrganizationUnitExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
HROrganizationUnit	Numeric 6
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1

Field	Size
CorrectionComment	Text 1
RecordStatus	Numeric 1
LMSStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ParentUnit	Numeric 6
ShortDescription	Alpha 20
Description	Alpha 60
Active	Boolean 1
AllowOnWorkAssignment	Boolean 1
PersonResponsible	Numeric 13
Location	AlphaUpper 20
Currency	AlphaUpper 5
UnitType	AlphaUpper 20
AnnualHours	Decimal 8.4
Assistant	Numeric 13
LegalRepresentative	Numeric 13
HRContact	Numeric 13
CostCenter	AlphaUpper 30
Project	AlphaUpper 30
GLCompany	Numeric 4
AccountingUnit	AlphaUpper 15
ChartAccount	Group
ChartAccount.Account	Numeric 6
ChartAccount.SubAccount	Numeric 4
EEO4Function	Numeric 2
FutureResendRecordsAreIncomplete	Boolean 1
ChangedFields	Text 1
GHRFinanceEnterpriseGroup	Group

Field	Size
GHRFinanceEnterpriseGroup.FinanceEnterpriseGroup	AlphaUpper 4
GHRFinanceEnterpriseGroup.Ledger	AlphaUpper 20
GHRFinanceEnterpriseGroup.ToAccountingEntity	AlphaUpper 12
GHRFinanceEnterpriseGroup.AccountingUnit	AlphaUpper 25
GHRFinanceEnterpriseGroup.GeneralLedger-ChartAccount	AlphaUpper 26
GHRFinanceEnterpriseGroup.Project	AlphaUpper 25
GHRFinanceEnterpriseGroup.FinanceDimension1	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension2	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension3	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension4	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension5	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension6	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension7	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension8	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension9	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension10	AlphaUpper 15
BODVariationID	Decimal 22
IncludedInFileCreationRecord	Boolean
PersonnelOfficeID	Numeric 4
FederalAgencyCode	AlphaUpper 4
FederalAgencyLocation	AlphaUpper 20
PayrollOfficeNumber	Alpha 35
EffectiveTimeZone	Alpha 3

Field	Size
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8
FileCreationMessage	Text 1

InterfaceCandidate

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
InterfaceCandidate	Numeric 9
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
JobRequisition	Numeric 9
Candidate	Numeric 10
JobApplication	Numeric 4
Applicant	Numeric 9
Employee	Numeric 13
HiringManager	Numeric 13
Recruiter	Numeric 13
AlternateRecruiter	Numeric 13
LinkedEmployee	Numeric 13
LegacyEmploymentNumber	Alpha 20
Type	Numeric 1
EmploymentStatus	Numeric 1
PreviousEmployment	Group

Field	Size
PreviousEmployment.Begin	Date 8
PreviousEmployment.End	Date 8
FormOfAddress	Alpha 50
GivenName	Alpha 50
MiddleName	Alpha 50
FamilyName	Alpha 50
Affix	Alpha 50
Qualification	Alpha 50
PreferredGivenName	Alpha 50
PreferredFamilyName	Alpha 50
FormerFamilyName	Alpha 50
FormerGivenName	Alpha 50
FormerMiddleInitial	AlphaUpper 1
HomeCountry	AlphaUpper 3
StartDate	Date 8
AdjustedStartDate	Date 8
AnniversaryDate	Date 8
SeniorityDate	Date 8
BirthDate	Date 8
OfferDate	Date 8
AcceptanceDate	Date 8
Source	AlphaUpper 20
SpecificSource	AlphaUpper 20
ReferringSource	Alpha 30
RelationshipToOrganization	AlphaUpper 20
RelationshipStatus	AlphaUpper 20
WorkType	AlphaUpper 20
WorkingRemotely	Boolean 1
FirstDateWorked	Date 8
MaritalStatus	AlphaUpper 20
Gender	Numeric 1

Field	Size
EthnicityCode	AlphaUpper 20
HispanicOrLatinoOrigin	Boolean 1
Race1	AlphaUpper 20
Race2	AlphaUpper 20
Race3	AlphaUpper 20
Race4	AlphaUpper 20
Race5	AlphaUpper 20
Race6	AlphaUpper 20
Race7	AlphaUpper 20
Race8	AlphaUpper 20
Race9	AlphaUpper 20
Race10	AlphaUpper 20
DisabilityType	AlphaUpper 20
Nationality	AlphaUpper 20
VeteranCode	AlphaUpper 20
ProtectedVeteranStatus	Numeric 2
Religion	AlphaUpper 20
NationalityCountry	AlphaUpper 3
Position	Numeric 9
HROrganizationUnit	Numeric 6
DirectSupervisor	Numeric 9
IndirectSupervisor	Numeric 9
AssignmentIsSupervisor	Numeric 9
Location	AlphaUpper 20
Job	Numeric 9
PreferredJobTitle	Alpha 60
WorkSchedule	AlphaUpper 20
Shift	Numeric 1
AssignmentType	AlphaUpper 20
Union	AlphaUpper 20
BargainingUnit	AlphaUpper 20

Field	Size
ProfessionalCategory	AlphaUpper 20
ExemptFromOvertime	Numeric 1
PayRateType	AlphaUpper 1
PayFrequency	Numeric 1
PayRate	Decimal 18.6
PayRateCurrency	AlphaUpper 5
AnnualHoursPer1FTE	Decimal 8.4
FTE	Decimal 11.6
LegalEntity	AlphaUpper 20
TrialPeriod	AlphaUpper 20
TrialPeriodEndDateOverride	Date 8
NoticePeriodDuringTrialPeriod	AlphaUpper 20
NoticePeriodAfterTrialPeriod	AlphaUpper 20
IdentificationNumber	Alpha 20
WorkAssignment	Numeric 4
WorkAssignmentOption	Numeric 1
PrimaryContactUse	Alpha 30
PrimaryContactLocation	Alpha 30
PrimaryContactWhenAvailable	Alpha 30
PrimaryInternationalPrefix	Alpha 6
PrimarySubscriberNumber	Alpha 15
PrimaryExtension	Alpha 5
PrimaryAltInternationalPrefix	Alpha 6
PrimaryAltSubscriberNumber	Alpha 15
PrimaryAltExtension	Alpha 5
PrimaryMobileInternationalPrefix	Alpha 6
PrimaryMobileSubscriberNumber	Alpha 15
PrimaryMobileExtension	Alpha 5
PrimaryFaxInternationalPrefix	Alpha 6
PrimaryFaxSubscriberNumber	Alpha 15
PrimaryFaxExtension	Alpha 5

Field	Size
PrimaryEmailAddress	Alpha 60
PrimaryAlternateEmail	Alpha 60
PrimaryAddressCountry	AlphaUpper 3
PrimaryAddressLine1	Alpha 40
PrimaryAddressLine2	Alpha 40
PrimaryAddressLine3	Alpha 40
PrimaryAddressLine4	Alpha 40
PrimaryMunicipality	Alpha 30
PrimaryStateProvince	AlphaUpper 3
PrimaryPostalCode	Alpha 10
PrimaryCounty	Alpha 30
SecondaryContactUse	Alpha 30
SecondaryContactLocation	Alpha 30
SecondaryContactWhenAvailable	Alpha 30
SecondaryInternationalPrefix	Alpha 6
SecondarySubscriberNumber	Alpha 15
SecondaryExtension	Alpha 5
SecondaryAltInternationalPrefix	Alpha 6
SecondaryAltSubscriberNumber	Alpha 15
SecondaryAltExtension	Alpha 5
SecondaryMobileInternationalPrefix	Alpha 6
SecondaryMobileSubscriberNumber	Alpha 15
SecondaryMobileExtension	Alpha 5
SecondaryFaxInternationalPrefix	Alpha 6
SecondaryFaxSubscriberNumber	Alpha 15
SecondaryFaxExtension	Alpha 5
SecondaryEmailAddress	Alpha 60
SecondaryAlternateEmail	Alpha 60
SecondaryAddressCountry	AlphaUpper 3
SecondaryAddressLine1	Alpha 40
SecondaryAddressLine2	Alpha 40

Field	Size
SecondaryAddressLine3	Alpha 40
SecondaryAddressLine4	Alpha 40
SecondaryMunicipality	Alpha 30
SecondaryStateProvince	AlphaUpper 3
SecondaryPostalCode	Alpha 10
SecondaryCounty	Alpha 30
PreferredMailingAddress	Numeric 1
InterfaceDate	Group
InterfaceDate.Date	Date 8
InterfaceDate.Time	Time 6
InterfaceStatus	Numeric 1
ErrorMessage	Alpha 150
ErrorStatus	Alpha 50
IdentificationNumberCountry	AlphaUpper 3
BirthCity	Alpha 60
BirthCountry	AlphaUpper 3
PointOfOrigin	AlphaUpper 20
CollectiveAgreement	AlphaUpper 20
OfferAccepted	Boolean 1
OfferNumberOfMonths	Numeric 2
Bonus	Decimal 18.3
BonusCurrencyCode	AlphaUpper 5
BonusFrequency	Numeric 1
MonthlyIncentiveBonus	Decimal 18.3
MonthlyBonusCurrencyCode	AlphaUpper 5
RescindDate	Date 8
OfferStatus	Numeric 1
ID	Group
ID.Type	Numeric 1
ID.IssuingAuthority	Alpha 50
ID.DocumentNumber	Alpha 50

Field	Size
ID.State	AlphaUpper 3
ID.IDClass	Alpha 3
ID.ExpirationDate	Date 8
InterfaceCandidate_EncryptedObject	Text 1
InterfaceCandidate_EncryptedObject_encrypted	Boolean 1
InterfaceCandidate_relevance_score	Numeric 9
InterfaceCandidate_has_future_changes	Boolean 1
InterfaceCandidate_ActionRequest	UniqueID 36
InterfaceCandidate_actor	Alpha 30
InterfaceCandidate_agent_actor	Alpha 30
InterfaceCandidate_authenticated_actor	Alpha 30
InterfaceCandidate_actiontype	Numeric 1

JobApplicationExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Candidate	Numeric 10
JobRequisition	Numeric 9
JobApplication	Numeric 4
SystemTimeStamp	TimeStamp 16
AuditTransactionId	UniqueID 36
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100

Field	Size
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRSDStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
FailedScreeningQuestions	Boolean 1
FailedScreeningCount	Numeric 2
FailedProfileScreeningQuestions	Boolean 1
ApplicationDate	TimeStamp 16
JobPosting	Numeric 4
ProfessionalCategory	AlphaUpper 20
Status	Numeric 2
SelectionProcess	Numeric 2
JobRequisitionWorkflowStep	Numeric 4
CandidateDispositionReason	AlphaUpper 20
JobApplicationPreferences	Group
JobApplicationPreferences.Objective	Text 1
JobApplicationPreferences.RelationshipToOrganization	AlphaUpper 20
JobApplicationPreferences.WorkType	AlphaUpper 20
JobApplicationPreferences.SalaryExpectation	Decimal 18.6
JobApplicationPreferences.SalaryCurrency	AlphaUpper 5
JobApplicationPreferences.SalaryType	AlphaUpper 1
JobApplicationPreferences.AvailabilityDeclaration	Group
JobApplicationPreferences.AvailabilityDeclaration.Availability	Numeric 1

Field	Size
JobApplicationPreferences.AvailabilityDeclaration.SpecificDate	Date 8
JobApplicationPreferences.AvailabilityDeclaration.AvailDateRange	Group
JobApplicationPreferences.AvailabilityDeclaration.AvailDateRange.Begin	Date 8
JobApplicationPreferences.AvailabilityDeclaration.AvailDateRange.End	Date 8
JobApplicationPreferences.JobCategories	Array
JobApplicationPreferences.JobCategories.PreferredJobCategory	AlphaUpper 20
JobApplicationPreferences.LocationOfJob1	Array
JobApplicationPreferences.LocationOfJob1.Location	Alpha 25
JobApplicationPreferences.LocationOfJob2	Array
JobApplicationPreferences.LocationOfJob2.Location	Alpha 25
JobApplicationPreferences.LocationOfJob3	Array
JobApplicationPreferences.LocationOfJob3.Location	Alpha 25
JobApplicationPreferences.Preferences	Group
JobApplicationPreferences.Preferences.Travel	Numeric 1
JobApplicationPreferences.Preferences.TravelPercent	Percent 5.2
JobApplicationPreferences.Preferences.Relocate	Numeric 1
JobApplicationPreferences.Preferences.InternationalAssignment	Numeric 1
JobApplicationPreferences.Preferences.WorkLifeBalance	Text 1
JobApplicationPreferences.Preferences.PointOfOrigin	AlphaUpper 20
JobApplicationPreferences.Preferences.WorkOverTime	Numeric 1
JobApplicationPreferences.Shift	Numeric 1
ConsentAgreement	AlphaUpper 20

Field	Size
ConsentAgreementAgree	Boolean 1
ConsentAgreementSignature	Alpha 50
ConsentAgreementSignatureDate	Date 8
Acknowledgement	AlphaUpper 20
AcknowledgementAgree	Boolean 1
AcknowledgementSignature	Alpha 50
AcknowledgementSignatureDate	Date 8
Source	AlphaUpper 20
SpecificSource	AlphaUpper 20
ReferringSource	Alpha 30
EEOCategories	Group
EEOCategories.Gender	Numeric 1
EEOCategories.EthnicityAndRace	Numeric 1
EEOCategories.EthnicityCode	AlphaUpper 20
EEOCategories.HispanicOrLatinoOrigin	Boolean 1
EEOCategories.Races	Array
EEOCategories.Races.Race	AlphaUpper 20
EEOCategories.DisabilityType	AlphaUpper 20
EEOCategories.Nationality	AlphaUpper 20
EEOCategories.VeteranCode	AlphaUpper 20
EEOCategories.Religion	AlphaUpper 20
EEOCategories.MaritalStatus	AlphaUpper 20
EEOCategories.Birthdate	Date 8
EEOCategories.ProtectedVeteranStatus	Numeric 2
DirectSupervisor	Numeric 9
Title	Alpha 100
HROrganizationUnit	Numeric 6
Location	AlphaUpper 20
WorkType	AlphaUpper 20
OfferDate	Date 8
EmploymentStartDate	Date 8

Field	Size
FirstPayCheckDate	Date 8
Salary	Decimal 18.3
SalaryCurrencyCode	AlphaUpper 5
SalaryFrequency	Numeric 1
OfferPayRateType	AlphaUpper 1
OfferNumberOfMonths	Numeric 2
Bonus	Decimal 18.3
BonusCurrencyCode	AlphaUpper 5
BonusFrequency	Numeric 1
MonthlyIncentiveBonus	Decimal 18.3
MonthlyBonusCurrencyCode	AlphaUpper 5
OfferAllowanceGroup	Group
OfferAllowanceGroup.EmployeeAllowanceGroup1	Group
OfferAllowanceGroup.EmployeeAllowance-Group1.DateRange	Group
OfferAllowanceGroup.EmployeeAllowance-Group1.DateRange.Begin	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group1.DateRange.End	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group1.AllowanceType	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group1.Currency	AlphaUpper 5
OfferAllowanceGroup.EmployeeAllowance-Group1.AllowanceAmount	Decimal 18.3
OfferAllowanceGroup.EmployeeAllowance-Group1.AllowancePercent	Percent 6.3
OfferAllowanceGroup.EmployeeAllowance-Group1.CreatePayCode	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group1.PayFrequencyOverride	Numeric 1
OfferAllowanceGroup.EmployeeAllowance-Group1.IncludeInTotalPayRate	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group1.InformationOnly	Boolean 1

Field	Size
OfferAllowanceGroup.EmployeeAllowance-Group1.DisplayInContract	Boolean 1
OfferAllowanceGroup.EmployeeAllowanceGroup2	Group
OfferAllowanceGroup.EmployeeAllowance-Group2.DateRange	Group
OfferAllowanceGroup.EmployeeAllowance-Group2.DateRange.Begin	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group2.DateRange.End	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group2.AllowanceType	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group2.Currency	AlphaUpper 5
OfferAllowanceGroup.EmployeeAllowance-Group2.AllowanceAmount	Decimal 18.3
OfferAllowanceGroup.EmployeeAllowance-Group2.AllowancePercent	Percent 6.3
OfferAllowanceGroup.EmployeeAllowance-Group2.CreatePayCode	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group2.PayFrequencyOverride	Numeric 1
OfferAllowanceGroup.EmployeeAllowance-Group2.IncludeInTotalPayRate	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group2.InformationOnly	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group2.DisplayInContract	Boolean 1
OfferAllowanceGroup.EmployeeAllowanceGroup3	Group
OfferAllowanceGroup.EmployeeAllowance-Group3.DateRange	Group
OfferAllowanceGroup.EmployeeAllowance-Group3.DateRange.Begin	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group3.DateRange.End	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group3.AllowanceType	AlphaUpper 20

Field	Size
OfferAllowanceGroup.EmployeeAllowance-Group3.Currency	AlphaUpper 5
OfferAllowanceGroup.EmployeeAllowance-Group3.AllowanceAmount	Decimal 18.3
OfferAllowanceGroup.EmployeeAllowance-Group3.AllowancePercent	Percent 6.3
OfferAllowanceGroup.EmployeeAllowance-Group3.CreatePayCode	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group3.PayFrequencyOverride	Numeric 1
OfferAllowanceGroup.EmployeeAllowance-Group3.IncludeInTotalPayRate	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group3.InformationOnly	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group3.DisplayInContract	Boolean 1
OfferAllowanceGroup.EmployeeAllowanceGroup4	Group
OfferAllowanceGroup.EmployeeAllowance-Group4.DateRange	Group
OfferAllowanceGroup.EmployeeAllowance-Group4.DateRange.Begin	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group4.DateRange.End	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group4.AllowanceType	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group4.Currency	AlphaUpper 5
OfferAllowanceGroup.EmployeeAllowance-Group4.AllowanceAmount	Decimal 18.3
OfferAllowanceGroup.EmployeeAllowance-Group4.AllowancePercent	Percent 6.3
OfferAllowanceGroup.EmployeeAllowance-Group4.CreatePayCode	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group4.PayFrequencyOverride	Numeric 1
OfferAllowanceGroup.EmployeeAllowance-Group4.IncludeInTotalPayRate	Boolean 1

Field	Size
OfferAllowanceGroup.EmployeeAllowance-Group4.InformationOnly	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group4.DisplayInContract	Boolean 1
OfferAllowanceGroup.EmployeeAllowanceGroup5	Group
OfferAllowanceGroup.EmployeeAllowance-Group5.DateRange	Group
OfferAllowanceGroup.EmployeeAllowance-Group5.DateRange.Begin	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group5.DateRange.End	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group5.AllowanceType	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group5.Currency	AlphaUpper 5
OfferAllowanceGroup.EmployeeAllowance-Group5.AllowanceAmount	Decimal 18.3
OfferAllowanceGroup.EmployeeAllowance-Group5.AllowancePercent	Percent 6.3
OfferAllowanceGroup.EmployeeAllowance-Group5.CreatePayCode	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group5.PayFrequencyOverride	Numeric 1
OfferAllowanceGroup.EmployeeAllowance-Group5.IncludeInTotalPayRate	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group5.InformationOnly	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group5.DisplayInContract	Boolean 1
OfferAllowanceGroup.EmployeeAllowanceGroup6	Group
OfferAllowanceGroup.EmployeeAllowance-Group6.DateRange	Group
OfferAllowanceGroup.EmployeeAllowance-Group6.DateRange.Begin	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group6.DateRange.End	Date 8

Field	Size
OfferAllowanceGroup.EmployeeAllowance-Group6.AllowanceType	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group6.Currency	AlphaUpper 5
OfferAllowanceGroup.EmployeeAllowance-Group6.AllowanceAmount	Decimal 18.3
OfferAllowanceGroup.EmployeeAllowance-Group6.AllowancePercent	Percent 6.3
OfferAllowanceGroup.EmployeeAllowance-Group6.CreatePayCode	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group6.PayFrequencyOverride	Numeric 1
OfferAllowanceGroup.EmployeeAllowance-Group6.IncludeInTotalPayRate	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group6.InformationOnly	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group6.DisplayInContract	Boolean 1
OfferAllowanceGroup.EmployeeAllowanceGroup7	Group
OfferAllowanceGroup.EmployeeAllowance-Group7.DateRange	Group
OfferAllowanceGroup.EmployeeAllowance-Group7.DateRange.Begin	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group7.DateRange.End	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group7.AllowanceType	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group7.Currency	AlphaUpper 5
OfferAllowanceGroup.EmployeeAllowance-Group7.AllowanceAmount	Decimal 18.3
OfferAllowanceGroup.EmployeeAllowance-Group7.AllowancePercent	Percent 6.3
OfferAllowanceGroup.EmployeeAllowance-Group7.CreatePayCode	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group7.PayFrequencyOverride	Numeric 1

Field	Size
OfferAllowanceGroup.EmployeeAllowance-Group7.IncludeInTotalPayRate	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group7.InformationOnly	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group7.DisplayInContract	Boolean 1
OfferAllowanceGroup.EmployeeAllowanceGroup8	Group
OfferAllowanceGroup.EmployeeAllowance-Group8.DateRange	Group
OfferAllowanceGroup.EmployeeAllowance-Group8.DateRange.Begin	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group8.DateRange.End	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group8.AllowanceType	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group8.Currency	AlphaUpper 5
OfferAllowanceGroup.EmployeeAllowance-Group8.AllowanceAmount	Decimal 18.3
OfferAllowanceGroup.EmployeeAllowance-Group8.AllowancePercent	Percent 6.3
OfferAllowanceGroup.EmployeeAllowance-Group8.CreatePayCode	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group8.PayFrequencyOverride	Numeric 1
OfferAllowanceGroup.EmployeeAllowance-Group8.IncludeInTotalPayRate	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group8.InformationOnly	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group8.DisplayInContract	Boolean 1
OfferAllowanceGroup.EmployeeAllowanceGroup9	Group
OfferAllowanceGroup.EmployeeAllowance-Group9.DateRange	Group
OfferAllowanceGroup.EmployeeAllowance-Group9.DateRange.Begin	Date 8

Field	Size
OfferAllowanceGroup.EmployeeAllowance-Group9.DateRange.End	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group9.AllowanceType	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group9.Currency	AlphaUpper 5
OfferAllowanceGroup.EmployeeAllowance-Group9.AllowanceAmount	Decimal 18.3
OfferAllowanceGroup.EmployeeAllowance-Group9.AllowancePercent	Percent 6.3
OfferAllowanceGroup.EmployeeAllowance-Group9.CreatePayCode	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group9.PayFrequencyOverride	Numeric 1
OfferAllowanceGroup.EmployeeAllowance-Group9.IncludeInTotalPayRate	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group9.InformationOnly	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group9.DisplayInContract	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group10	Group
OfferAllowanceGroup.EmployeeAllowance-Group10.DateRange	Group
OfferAllowanceGroup.EmployeeAllowance-Group10.DateRange.Begin	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group10.DateRange.End	Date 8
OfferAllowanceGroup.EmployeeAllowance-Group10.AllowanceType	AlphaUpper 20
OfferAllowanceGroup.EmployeeAllowance-Group10.Currency	AlphaUpper 5
OfferAllowanceGroup.EmployeeAllowance-Group10.AllowanceAmount	Decimal 18.3
OfferAllowanceGroup.EmployeeAllowance-Group10.AllowancePercent	Percent 6.3
OfferAllowanceGroup.EmployeeAllowance-Group10.CreatePayCode	AlphaUpper 20

Field	Size
OfferAllowanceGroup.EmployeeAllowance-Group10.PayFrequencyOverride	Numeric 1
OfferAllowanceGroup.EmployeeAllowance-Group10.IncludeInTotalPayRate	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group10.InformationOnly	Boolean 1
OfferAllowanceGroup.EmployeeAllowance-Group10.DisplayInContract	Boolean 1
AcceptanceDate	Date 8
RescindDate	Date 8
ExtendedDate	Date 8
SignatureDate	Date 8
OfferDeadlineDate	Date 8
OfferDocumentCreatedDate	Date 8
OfferStatus	Numeric 1
EmployeeContractGroupHire	Group
EmployeeContractGroupHire.EmploymentContractReason	AlphaUpper 20
EmployeeContractGroupHire.EmploymentContractType	AlphaUpper 20
EmployeeContractGroupHire.EmploymentContractTemplate	AlphaUpper 20
EmployeeContractGroupHire.ContractNumber	Alpha 30
EmployeeContractGroupHire.EmployeeContractDateRange	Group
EmployeeContractGroupHire.EmployeeContractDateRange.BeginDate	Date 8
EmployeeContractGroupHire.EmployeeContractDateRange.EndDate	Date 8
EmployeeContractGroupHire.EmployeeContractDateRange.NumberOfUnits	Numeric 4
EmployeeContractGroupHire.EmployeeContractDateRange.UnitType	Numeric 2
EmployeeContractGroupHire.EmployeeContractedTime	Group

Field	Size
EmployeeContractGroupHire.EmployeeContractedTime.Units	Decimal 7.3
EmployeeContractGroupHire.EmployeeContractedTime.UnitType	Numeric 1
EmployeeContractGroupHire.EmployeeContractedTime.PerUnitType	Numeric 1
EmployeeContractGroupHire.ContractualFTE	Decimal 7.6
CollectiveAgreement	AlphaUpper 20
CollectiveAgreementCategory	Numeric 4
CollectiveAgreementPosition	Numeric 4
TrialPeriod	AlphaUpper 20
TrialPeriodEndDateOverride	Date 8
NoticePeriodDuringTrialPeriod	AlphaUpper 20
NoticePeriodAfterTrialPeriod	AlphaUpper 20
RecruitingDocumentTemplate	AlphaUpper 20
CreatedResource	Numeric 13
OfferEmployeeAllowanceGroups	Array
OfferEmployeeAllowanceGroups.OfferEmployeeAllowanceGroup	Group
OfferEmployeeAllowanceGroups.OfferEmployeeAllowanceGroup.DateRange	Group
OfferEmployeeAllowanceGroups.OfferEmployeeAllowanceGroup.DateRange.Begin	Date 8
OfferEmployeeAllowanceGroups.OfferEmployeeAllowanceGroup.DateRange.End	Date 8
OfferEmployeeAllowanceGroups.OfferEmployeeAllowanceGroup.AllowanceType	AlphaUpper 20
OfferEmployeeAllowanceGroups.OfferEmployeeAllowanceGroup.Currency	AlphaUpper 5
OfferEmployeeAllowanceGroups.OfferEmployeeAllowanceGroup.AllowanceAmount	Decimal 18.3
OfferEmployeeAllowanceGroups.OfferEmployeeAllowanceGroup.AllowancePercent	Percent 6.3
OfferEmployeeAllowanceGroups.OfferEmployeeAllowanceGroup.CreatePayCode	AlphaUpper 20

Field	Size
OfferEmployeeAllowanceGroups.OfferEmployeeAllowanceGroup.PayFrequencyOverride	Numeric 1
OfferEmployeeAllowanceGroups.OfferEmployeeAllowanceGroup.IncludeInTotalPayRate	Boolean 1
OfferEmployeeAllowanceGroups.OfferEmployeeAllowanceGroup.InformationOnly	Boolean 1
OfferEmployeeAllowanceGroups.OfferEmployeeAllowanceGroup.DisplayInContract	Boolean 1
EmployeeOtherPayRateGroups	Array
EmployeeOtherPayRateGroups.EmployeeOtherPayRateGroupNoKey	Group
EmployeeOtherPayRateGroups.EmployeeOtherPayRateGroupNoKey.DateRange	Group
EmployeeOtherPayRateGroups.EmployeeOtherPayRateGroupNoKey.DateRange.Begin	Date 8
EmployeeOtherPayRateGroups.EmployeeOtherPayRateGroupNoKey.DateRange.End	Date 8
EmployeeOtherPayRateGroups.EmployeeOtherPayRateGroupNoKey.Currency	AlphaUpper 5
EmployeeOtherPayRateGroups.EmployeeOtherPayRateGroupNoKey.PayRate	Decimal 18.6
EmployeeOtherPayRateGroups.EmployeeOtherPayRateGroupNoKey.OtherPayRatePercent	Percent 6.3
EmployeeOtherPayRateGroups.EmployeeOtherPayRateGroupNoKey.OtherPayType	AlphaUpper 20
EmployeeOtherPayRateGroups.EmployeeOtherPayRateGroupNoKey.OtherPayRateCategory	Numeric 2
EmployeeOtherPayRateGroups.EmployeeOtherPayRateGroupNoKey.IncludeInTotalPayRate	Boolean 1
EmployeeOtherPayRateGroups.EmployeeOtherPayRateGroupNoKey.IncludeInTargetCompensation	Boolean 1
EmployeeOtherPayRateGroups.EmployeeOtherPayRateGroupNoKey.InformationOnly	Boolean 1
EmployeeOtherPayRateGroups.EmployeeOtherPayRateGroupNoKey.DisplayInContract	Boolean 1
RenewalNotificationDate	Date 8

Field	Size
RenewalDate	Date 8
LegalEntity	AlphaUpper 20
LegalEstablishment	AlphaUpper 20
ReplacedEmployee	Numeric 13
AssignmentType	AlphaUpper 20
NotionalSalaryCurrencyCode	AlphaUpper 5
NotionalSalary	Decimal 18.6
StepAndGradeSchedule	AlphaUpper 20
PayGrade	Numeric 4
PayStep	Numeric 6
PercentFit	Percent 5.2
QualificationsMet	Numeric 3
TotalQualifications	Numeric 3
RecruitingRank	AlphaUpper 20
EducationMet	Numeric 3
TotalEducation	Numeric 3
CredentialMet	Numeric 3
TotalCredential	Numeric 3
CompetencyMet	Numeric 3
TotalCompetency	Numeric 3
SkillMet	Numeric 3
TotalSkill	Numeric 3
EducationFit	Percent 5.2
CredentialFit	Percent 5.2
CompetencyFit	Percent 5.2
SkillFit	Percent 5.2
OfferAccepted	Boolean 1
OfferDeclined	Boolean 1
ScreeningQuestionReviewed	Boolean 1
ScreeningQuestionReviewDate	Date 8
EffectiveTimeZone	Alpha 3

Field	Size
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

JobCountryAttributeExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Job	Numeric 9
Country	AlphaUpper 3
JobCountryAttributeCategory	AlphaUpper 20
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingActions	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20

Field	Size
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
JobCountryAttributeCode	AlphaUpper 20
JobCountryAttributeSubCode	AlphaUpper 20
Active	Boolean 1
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

JobExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Job	Numeric 9
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8

Field	Size
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ShortDescription	Alpha 20
Description	Alpha 60
Active	Boolean 1
Summary	Text 1
Responsibilities	Text 1
OtherInformation	Text 1
JobDescriptionDate	Date 8
SalaryStructure	AlphaUpper 20
SalaryStructureGrade	Numeric 3
StepAndGradeSchedule	AlphaUpper 20
PayGrade	Numeric 4
JobLevel	AlphaUpper 20

Field	Size
JobFamily	AlphaUpper 20
JobCategory	AlphaUpper 20
JobSubCategory	AlphaUpper 20
ExemptFromOvertime	Numeric 1
SynchronizedToPosition	Boolean 1
M3InterfaceRecord	Boolean 1
FutureResendRecordsAreIncomplete	Boolean 1
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8
FileCreationMessage	Text 1

JobRequisitionExport

UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
JobRequisition	Numeric 9
SystemTimeStamp	TimeStamp 16
AuditTransactionId	UniqueID 36
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20

Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRSDStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
Position	Numeric 9
Description	Alpha 100
HROrganizationUnit	Numeric 6
Location	AlphaUpper 20
Category	AlphaUpper 20
SubCategory	AlphaUpper 20
WorkSchedule	AlphaUpper 20
Shift	Numeric 1
FTE	Decimal 7.6
AnnualHours	Decimal 8.4
StandardHours	Numeric 3
DirectSupervisor	Numeric 9
BargainingUnit	AlphaUpper 20
Union	AlphaUpper 20
PayRateType	AlphaUpper 1
NumberOfMonths	Numeric 2
PayRateCurrency	AlphaUpper 5
PayRate	Decimal 18.3
PayFrequency	Numeric 1

PaymentSchedule	AlphaUpper 20
ExemptFromOvertime	Numeric 1
PayRange	Group
PayRange.PayRangeCurrencyCode	AlphaUpper 5
PayRange.BeginningPay	Decimal 18.3
PayRange.EndingPay	Decimal 18.3
RelationshipToOrganization	AlphaUpper 20
WorkType	AlphaUpper 20
HiringManager	Numeric 13
Recruiter	Numeric 13
AlternateRecruiter	Numeric 13
HRContact	Numeric 13
Approver1	Numeric 13
Approver2	Numeric 13
Approver3	Numeric 13
Creator	Numeric 13
OpenDate	Date 8
DateNeeded	Date 8
ClosedDate	Date 8
HoldDate	Date 8
FilledDate	Date 8
CancelDate	Date 8
ConfidentialRequisition	Boolean 1
PriorityRequisition	Boolean 1
InitialOpenings	Numeric 3
FilledOpenings	Numeric 3
AssessmentVendorPackage	Alpha 50
Budgeted	Boolean 1
ReasonForOpening	AlphaUpper 20
DetailedReasonForOpening	Alpha 50
TravelRequired	Alpha 50
RelocationProvided	Alpha 50

Bonus	Alpha 50
OtherCompensationInfo	Alpha 50
ConsentAgreement	AlphaUpper 20
ConsentAgreementInternal	AlphaUpper 20
Acknowledgement	AlphaUpper 20
AcknowledgementInternal	AlphaUpper 20
CostCenter	AlphaUpper 30
Project	AlphaUpper 30
GLCompany	Numeric 4
AccountingUnit	AlphaUpper 15
ChartAccount	Numeric 6
Activity	AlphaUpper 15
AcctCategory	AlphaUpper 5
Status	Numeric 2
PostingDateRange	Group
PostingDateRange.Begin	Date 8
PostingDateRange.End	Date 8
ProfessionalCategory	AlphaUpper 20
EmployeeContractGroupHire	Group
EmployeeContractGroupHire.EmploymentContractReason	AlphaUpper 20
EmployeeContractGroupHire.EmploymentContractType	AlphaUpper 20
EmployeeContractGroupHire.EmploymentContractTemplate	AlphaUpper 20
EmployeeContractGroupHire.ContractNumber	Alpha 30
EmployeeContractGroupHire.EmployeeContractDateRange	Group
EmployeeContractGroupHire.EmployeeContractDateRange.BeginDate	Date 8
EmployeeContractGroupHire.EmployeeContractDateRange.EndDate	Date 8
EmployeeContractGroupHire.EmployeeContractDateRange.NumberOfUnits	Numeric 4

EmployeeContractGroupHire.EmployeeContract-DateRange.UnitType	Numeric 2
EmployeeContractGroupHire.EmployeeContract-edTime	Group
EmployeeContractGroupHire.EmployeeContract-edTime.Units	Decimal 7.3
EmployeeContractGroupHire.EmployeeContract-edTime.UnitType	Numeric 1
EmployeeContractGroupHire.EmployeeContract-edTime.PerUnitType	Numeric 1
EmployeeContractGroupHire.ContractualFTE	Decimal 7.6
SelfIdentificationConfiguration	AlphaUpper 20
SalaryStructure	AlphaUpper 20
GeographicDifferentialCode	AlphaUpper 20
SalaryStructureGrade	Numeric 3
StepAndGradeSchedule	AlphaUpper 20
PayGrade	Numeric 4
PayStep	Numeric 6
QuestionCatalog	AlphaUpper 20
QuestionSet	AlphaUpper 20
ScreeningCategory	Alpha 20
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8
JobRequisitionExport_EncryptedObject	Text 1
ReasonComment_encrypted	Boolean 1
CorrectionComment_encrypted	Boolean 1
Message_encrypted	Boolean 1

JobRequisitionExport_EncryptedObject_encrypted	Boolean 1
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LeaveOfAbsenceExport

Field	Size
UniqueID	UniqueID 36
LeaveOfAbsenceExport_CreateStamp	Group
LeaveOfAbsenceExport_CreateStamp.TimeStamp	TimeStamp 16
LeaveOfAbsenceExport_CreateStamp.Actor	Alpha 30
LeaveOfAbsenceExport_UpdateStamp	Group
LeaveOfAbsenceExport_UpdateStamp.TimeStamp	TimeStamp 16
LeaveOfAbsenceExport_UpdateStamp.Actor	Alpha 30
LeaveOfAbsenceExport_AuditLog	Text 1
LeaveOfAbsenceExport_DeleteFlag	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
SequenceNumber	Numeric 3
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200

Field	Size
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
Status	Numeric 1
Comments	Text 1
RequestDate	Date 8
BeginningOfLeave	Date 8
EstimatedReturn	Date 8
LeaveReason	AlphaUpper 20
LeaveType	AlphaUpper 20
ReturnToWork	Date 8
NotificationOfRights	Date 8
SupervisorNotified	Date 8
HRNotified	Date 8
DocumentsReceived	Date 8
PhysicianReleaseReceived	Date 8
RestrictedDuty	Boolean 1
RestrictDutyThrough	Date 8
LeaveEndDate	Date 8
FederalLeave	Group
FederalLeave.EmployeeEligible	Numeric 1
FederalLeave.LeaveQualifies	Numeric 1
FederalLeave.EligibilityDates	Group
FederalLeave.EligibilityDates.Begin	Date 8
FederalLeave.EligibilityDates.End	Date 8
StateOrProvinceLeave	Group
StateOrProvinceLeave.EmployeeEligible	Numeric 1

Field	Size
StateOrProvinceLeave.LeaveQualifies	Numeric 1
StateOrProvinceLeave.EligibilityDates	Group
StateOrProvinceLeave.EligibilityDates.Begin	Date 8
StateOrProvinceLeave.EligibilityDates.End	Date 8
CompanyLeave	Group
CompanyLeave.EmployeeEligible	Numeric 1
CompanyLeave.LeaveQualifies	Numeric 1
CompanyLeave.EligibilityDates	Group
CompanyLeave.EligibilityDates.Begin	Date 8
CompanyLeave.EligibilityDates.End	Date 8
Disability	Numeric 1
DisabilityBeginDate	Date 8
WorkersComp	Numeric 1
BenefitsEligible	Numeric 1
PremiumsPaidThrough	Date 8
PaidStatus	Numeric 1
PaidThrough	Date 8
Requester	Numeric 1
Intermittent	Boolean 1
ReasonClass	AlphaUpper 20
EmployeeAddress	Numeric 6
EmployeeContactEmail	Numeric 6
EmployeeContactTelephone	Numeric 6
ServiceDate	Numeric 2
MinimumServiceTime	Numeric 6
ServiceUnits	Numeric 1
ServiceThroughDate	Date 8
MinimumServiceHours	Numeric 6
ServiceClass	AlphaUpper 20
DateRangeParameter	Numeric 1
HoursDateRange	Group

Field	Size
HoursDateRange.Begin	Date 8
HoursDateRange.End	Date 8
BODVariationID	Numeric 22
EffectiveTimeZone	Alpha 3
ActionRequestID	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

LeaveTypeExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
LeaveType	AlphaUpper 20
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1

Field	Size
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
Description	Alpha 60
Active	Boolean 1
BODVariationID	Decimal 22
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

LegalEntityExport

Field	Size
UniqueID	UniqueID 36
Country	AlphaUpper 3
Descripton	Alpha 100
LegalEntityNumber	Alpha 30
TaxIdentifier	Alpha 7
FileNumber	Numeric 6
Company	Numeric 2

Field	Size
System	Alpha 2
IndustryCode	Numeric 3
TaxProviderCompany	AlphaUpper 11
EmploymentCode	Numeric 1
HROrganization	AlphaUpper 4
LegalEntity	AlphaUpper 20
SystemTimeStamp	TimeStamp 16
TransactionId	Numeric 13
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Active	Boolean
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16

Field	Size
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

OrgUnitLegalEntityExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
HROrganizationUnit	Numeric 6
LegalEntity	AlphaUpper 20
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1

Field	Size
LMSStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
Country	AlphaUpper 3
LegalEstablishment	AlphaUpper 20
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

OtherPayTypeExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
OtherPayType	AlphaUpper 20
Description	Alpha 60
Active	Boolean
ContractText	Text 1
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20

Field	Size
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
RecordStatus	Numeric 1
ReasonComment	Text 1
TransactionId	Numeric 13
Correction	Boolean 1
CorrectionComment	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

ParticipantBenefitExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4

Field	Size
Participant	Numeric 13
Occurrence	Numeric 9
BenefitPlan	AlphaUpper 20
ParticipantBenefit	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
Name	Group
Name.FormOfAddress	Alpha 50
Name.GivenName	Alpha 50
Name.PreferredGivenName	Alpha 50
Name.MiddleName	Alpha 50
Name.FamilyNamePrefix	Alpha 20
Name.FamilyName	Alpha 50
Name.PreferredFamilyName	Alpha 50
Name.Affix	Alpha 50
Name.Qualification	Alpha 50
Name.MaidenName	Alpha 50

Field	Size
Name.FormerName	Alpha 50
Name.Alias	Alpha 60
FormerName	Group
FormerName.FamilyName	Alpha 50
FormerName.GivenName	Alpha 50
FormerName.MiddleInitial	AlphaUpper 1
Employee	Numeric 13
Dependent	Numeric 4
Birthdate	Date 8
Address	Group
Address.Country	AlphaUpper 3
Address.DeliveryAddress	Group
Address.DeliveryAddress.AddressLine1	Alpha 40
Address.DeliveryAddress.AddressLine2	Alpha 40
Address.DeliveryAddress.AddressLine3	Alpha 40
Address.DeliveryAddress.AddressLine4	Alpha 40
Address.Municipality	Alpha 30
Address.StateProvince	AlphaUpper 3
Address.PostalCode	Alpha 10
Address.County	Alpha 30
Address.Region	AlphaUpper 2
Address.Type	Numeric 1
MailingAddress	Group
MailingAddress.Country	AlphaUpper 3
MailingAddress.DeliveryAddress	Group
MailingAddress.DeliveryAddress.AddressLine1	Alpha 40
MailingAddress.DeliveryAddress.AddressLine2	Alpha 40
MailingAddress.DeliveryAddress.AddressLine3	Alpha 40
MailingAddress.DeliveryAddress.AddressLine4	Alpha 40
MailingAddress.Municipality	Alpha 30
MailingAddress.StateProvince	AlphaUpper 3

Field	Size
MailingAddress.PostalCode	Alpha 10
MailingAddress.County	Alpha 30
MailingAddress.Region	AlphaUpper 2
MailingAddress.Type	Numeric 1
Telephone	Group
Telephone.InternationalPrefix	Alpha 6
Telephone.SubscriberNumber	Alpha 15
Telephone.Extension	Alpha 10
MobilePh	Group
MobilePh.InternationalPrefix	Alpha 6
MobilePh.SubscriberNumber	Alpha 15
MobilePh.Extension	Alpha 10
EmailAddress	Alpha 256
Gender	Numeric 1
Smoker	Boolean 1
MaritalStatus	AlphaUpper 20
Consent	Boolean 1
MedicareIndicator	Numeric 1
PreviousName	Group
PreviousName.FormOfAddress	Alpha 50
PreviousName.GivenName	Alpha 50
PreviousName.PreferredGivenName	Alpha 50
PreviousName.MiddleName	Alpha 50
PreviousName.FamilyNamePrefix	Alpha 20
PreviousName.FamilyName	Alpha 50
PreviousName.PreferredFamilyName	Alpha 50
PreviousName.Affix	Alpha 50
PreviousName.Qualification	Alpha 50
PreviousName.MaidenName	Alpha 50
PreviousName.FormerName	Alpha 50
PreviousName.Alias	Alpha 60

Field	Size
PreviousBirthdate	Date 8
PreviousGender	Numeric 1
PreviousMaritalStatus	AlphaUpper 20
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
CoverageOptionTable	AlphaUpper 20
CoverageOption	Numeric 2
CoverageAmount	Decimal 18.6
DependentCoverageAmount	Decimal 18.6
TaxType	Numeric 1
PercentOrAmount	Numeric 1
CyclesRemaining	Numeric 2
DeductionCycles	Numeric 2
ParticipantAfterTaxContribution	Decimal 18.6
COBRAPremiumPercent	Percent 5.2
CompanyContribution	Decimal 18.6
CoverageAge	Decimal 7.4
PremiumAge	Decimal 7.4
Eligibility	Numeric 1
Currency	AlphaUpper 5
Country	AlphaUpper 3
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

ParticipantDepBenefitExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Participant	Numeric 13
ParticipantDependent	Numeric 4
BenefitPlan	AlphaUpper 20
ParticipantBenefit	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
RecordStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
Name	Group
Name.FormOfAddress	Alpha 50
Name.GivenName	Alpha 50
Name.PreferredGivenName	Alpha 50
Name.MiddleName	Alpha 50
Name.FamilyNamePrefix	Alpha 20
Name.FamilyName	Alpha 50

Field	Size
Name.PreferredFamilyName	Alpha 50
Name.Affix	Alpha 50
Name.Qualification	Alpha 50
Name.MaidenName	Alpha 50
Name.FormerName	Alpha 50
Name.Alias	Alpha 60
ResourceAddress	Numeric 1
Address	Group
Address.Country	AlphaUpper 3
Address.DeliveryAddress	Group
Address.DeliveryAddress.AddressLine1	Alpha 40
Address.DeliveryAddress.AddressLine2	Alpha 40
Address.DeliveryAddress.AddressLine3	Alpha 40
Address.DeliveryAddress.AddressLine4	Alpha 40
Address.Municipality	Alpha 30
Address.StateProvince	AlphaUpper 3
Address.PostalCode	Alpha 10
Address.County	Alpha 30
Address.Region	AlphaUpper 2
Address.Type	Numeric 1
Birthdate	Date 8
AdoptionDate	Date 8
PlacementDate	Date 8
Relationship	AlphaUpper 20
HomePhone	Group
HomePhone.InternationalPrefix	Alpha 6
HomePhone.SubscriberNumber	Alpha 15
HomePhone.Extension	Alpha 10
WorkPhone	Group
WorkPhone.InternationalPrefix	Alpha 6
WorkPhone.SubscriberNumber	Alpha 15

Field	Size
WorkPhone.Extension	Alpha 10
DependentGender	Numeric 1
Student	Numeric 1
Disabled	Numeric 1
Smoker	Numeric 1
Consent	Numeric 1
Active	Boolean 1
Deceased	Boolean 1
DeathDate	Date 8
PointOfOrigin	AlphaUpper 20
HealthInsuranceClaimNumber	Alpha 11
PrimaryCarePhysician	AlphaUpper 20
EstablishedPatient	Numeric 1
PriorMonthsCoverage	Numeric 2
Medicare	Numeric 1
PreviousName	Group
PreviousName.FormOfAddress	Alpha 50
PreviousName.GivenName	Alpha 50
PreviousName.PreferredGivenName	Alpha 50
PreviousName.MiddleName	Alpha 50
PreviousName.FamilyNamePrefix	Alpha 20
PreviousName.FamilyName	Alpha 50
PreviousName.PreferredFamilyName	Alpha 50
PreviousName.Affix	Alpha 50
PreviousName.Qualification	Alpha 50
PreviousName.MaidenName	Alpha 50
PreviousName.FormerName	Alpha 50
PreviousName.Alias	Alpha 60
PreviousBirthdate	Date 8
PreviousGender	Numeric 1
Employee	Numeric 13

Field	Size
Dependent	Numeric 4
ParticipantDepBenefit	Numeric 4
DateRange	Group
DateRange.Begin	Date 8
DateRange.End	Date 8
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

PayCodeExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
PayCode	AlphaUpper 20
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1

Field	Size
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
Description	Alpha 60
EligibilityGroup	AlphaUpper 25
CalculationType	Numeric 2
Active	Boolean 1
UnitOfMeasure	AlphaUpper 12
Used	Boolean 1
PaySummaryGroup	AlphaUpper 20
ServiceCode	AlphaUpper 20
ViewOnly	Boolean 1
Projection	Boolean 1
Percent	Percent 7.4
Currency	AlphaUpper 5
RateOrAmount	AlphaUpper 20
WeightedAveragePayCode	AlphaUpper 20
LookBackNumberOfDays	Numeric 3
OvertimePremium	Percent 11.4
DisposableIncome	Numeric 1
PayClassCalculation	AlphaUpper 20
CustomCompute	AlphaUpper 25
ShiftRate1	Decimal 18.6
ShiftRate2	Decimal 18.6
ShiftRate3	Decimal 18.6
ShiftRate4	Decimal 18.6

Field	Size
ShiftPercent1	Percent 11.4
ShiftPercent2	Percent 11.4
ShiftPercent3	Percent 11.4
ShiftPercent4	Percent 11.4
ShiftTable	AlphaUpper 20
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

PositionExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Position	Numeric 9
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40

Field	Size
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
WFMStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ShortDescription	Alpha 20
Description	Alpha 60
Active	Boolean 1
Summary	Text 1
Responsibilities	Text 1
OtherInformation	Text 1
PositionDescriptionDate	Date 8
HROrganizationUnit	Numeric 6
Job	Numeric 9
Location	AlphaUpper 20
PositionLevel	AlphaUpper 20
PositionFamily	AlphaUpper 20
PositionCategory	AlphaUpper 20
PositionSubCategory	AlphaUpper 20
WorkSchedule	AlphaUpper 20

Field	Size
Shift	Numeric 1
AnnualHoursPer1FTE	Decimal 8.4
DirectSupervisor	Numeric 9
IndirectSupervisor	Numeric 9
PositionIsSupervisor	Numeric 9
SynchronizedToSupervisor	Boolean 1
BargainingUnit	AlphaUpper 20
Union	AlphaUpper 20
PayRateType	AlphaUpper 1
PayRateCurrency	AlphaUpper 5
PayRate	Decimal 18.6
PayFrequency	Numeric 1
FTE	Decimal 7.6
CostCenter	AlphaUpper 30
Project	AlphaUpper 30
GLCompany	Numeric 4
AccountingUnit	AlphaUpper 15
ChartAccount	Group
ChartAccount.Account	Numeric 6
ChartAccount.SubAccount	Numeric 4
Activity	AlphaUpper 15
AcctCategory	AlphaUpper 5
PaymentSchedule	AlphaUpper 20
NumberOfMonths	Numeric 2
SalaryStructure	AlphaUpper 20
SalaryStructureGrade	Numeric 3
GeographicDifferentialCode	AlphaUpper 20
StepAndGradeSchedule	AlphaUpper 20
PayGrade	Numeric 4
PayStep	Numeric 6
KeyPosition	Boolean 1

Field	Size
KeyPositionReason	AlphaUpper 20
CriticalPosition	Boolean 1
CriticalPositionReason	AlphaUpper 20
EEO4Function	Numeric 2
FrozenPosition	Boolean 1
FrozenPositionReason	AlphaUpper 20
ChangedFields	Text 1
GHRFinanceEnterpriseGroup	Group
GHRFinanceEnterpriseGroup.FinanceEnterpriseGroup	AlphaUpper 4
GHRFinanceEnterpriseGroup.Ledger	AlphaUpper 20
GHRFinanceEnterpriseGroup.ToAccountingEntity	AlphaUpper 12
GHRFinanceEnterpriseGroup.AccountingUnit	AlphaUpper 25
GHRFinanceEnterpriseGroup.GeneralLedger-ChartAccount	AlphaUpper 26
GHRFinanceEnterpriseGroup.Project	AlphaUpper 25
GHRFinanceEnterpriseGroup.FinanceDimension1	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension2	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension3	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension4	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension5	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension6	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension7	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension8	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension9	AlphaUpper 15

Field	Size
GHRFinanceEnterpriseGroup.FinanceDimension10	AlphaUpper 15
BODVariationID	Decmial 22
IncludedInFileCreationRecord	Boolean 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8
FileCreationMessage	Text 1
PositionExport_BODId	Group
PositionExport_BODId.AccountingEntity	Alpha 22
PositionExport_BODId.Location	Alpha 22
PositionExport_BODId.DocumentID	Alpha 100
PositionExport_BODId.Revision	Alpha 22
PositionExport_BODId.SystemOfRecord	Alpha 1
PositionExport_BODId.VariationID	Decimal 22

StandardTimeRecordExportRun

Field	Size
UniqueID	UniqueID 36
StandardTimeRecordExportRun	Group
StandardTimeRecordExportRun.RunNumber	Numeric 3
RecordsExported	Numeric 7
StandardTimeRecordExportRun_relevance_score	Numeric 9

Field	Size
StandardTimeRecordExportRun_has_future_changes	Boolean 1
StandardTimeRecordExportRun_ActionRequest	UniqueID 36
StandardTimeRecordExportRun_actor	Alpha 30
StandardTimeRecordExportRun_agent_actor	Alpha 30
StandardTimeRecordExportRun_authenticated_actor	Alpha 30
StandardTimeRecordExportRun_actiontype	Numeric 1

SupervisorExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Supervisor	Numeric 9
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1

Field	Size
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
WFMStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ParentSupervisor	Numeric 9
ShortDescription	Alpha 20
Description	Alpha 60
SupervisorType	AlphaUpper 20
Active	Boolean 1
HROrganizationUnit	Numeric 6
PrimaryResourceForHRMS	Numeric 13
FutureResendRecordsAreIncomplete	Boolean 1
ChangedFields	Text 1
BODVariationID	Decimal 22
IncludedInFileCreationRecord	Boolean 1
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8
FileCreationMessage	Text 1

TimeOffRequestExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
TimeOffRequest	Numeric 7
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAction	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36
ChangedFields	Text 1
AbsencePlanStructureOption	Numeric 8
AbsencePlan	AlphaUpper 20
StructureGroup	AlphaUpper 20
Position	Numeric 9
Status	Numeric 1
TimeOffDate	Date 8

Field	Size
DayIncrement	Group
DayIncrement.FullDay	Boolean 1
DayIncrement.HalfDay	Boolean 1
DayIncrement.QuarterDay	Boolean 1
DayIncrement.OtherHours	Boolean 1
NumberOfOtherHours	Decimal 7.2
Hours	Decimal 7.2
Comments	Text 1
RequestDate	Date 8
Requester	Numeric 1
RequestAttachment	Group
RequestAttachment.Title	Alpha 100
RequestAttachment.File	BinaryDocument
RequestAttachment.MimeType	Alpha 80
TimeOffApprovalGroup	Group
TimeOffApprovalGroup.SubmitDate	Date 8
TimeOffApprovalGroup.SequenceNumber	Numeric 4
BODVariationID	Numeric 22
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

WorkAssignmentExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
WorkAssignment	Numeric 4
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
EffectiveThrough	Date 8
TransactionId	Numeric 13
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
InitiatingAction	Alpha 100
InvokingAciton	Alpha 100
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1
Correction	Boolean 1
CorrectionComment	Text 1
RecordStatus	Numeric 1
HRMStatus	Numeric 1
WFMSStatus	Numeric 1
HRSDStatus	Numeric 1
LMSStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
AuditTransactionId	UniqueID 36

Field	Size
Position	Numeric 9
HROrganizationUnit	Numeric 6
Active	Boolean 1
AssignmentIsSupervisor	Numeric 9
DirectSupervisor	Numeric 9
IndirectSupervisor	Numeric 9
Location	AlphaUpper 20
Job	Numeric 9
PreferredJobTitle	Alpha 60
WorkSchedule	AlphaUpper 20
Shift	Numeric 1
AssignmentType	AlphaUpper 20
BargainingUnit	AlphaUpper 20
Union	AlphaUpper 20
ExemptFromOvertime	Numeric 1
PayRateType	AlphaUpper 1
PayFrequency	Numeric 1
PayRateCurrency	AlphaUpper 5
PayRate	Decimal 18.6
AnnualHoursPer1FTE	Decimal 8.4
FTE	Decimal 7.6
NotionalSalaryCurrencyCode	AlphaUpper 5
NotionalSalary	Decimal 18.6
WorkAssignmentComments	Text 1
TrialPeriod	AlphaUpper 20
TrialPeriodEndDateOverride	Date 8
NoticePeriodDuringTrialPeriod	AlphaUpper 20
NoticePeriodAfterTrialPeriod	AlphaUpper 20
ProfessionalCategory	AlphaUpper 20
LegalEntity	AlphaUpper 20
LegalEstablishment	AlphaUpper 20

Field	Size
CostCenter	AlphaUpper 30
Project	AlphaUpper 30
GLCompany	Numeric 4
AccountingUnit	AlphaUpper 15
ChartAccount	Group
ChartAccount.Account	Numeric 6
ChartAccount.SubAccount	Numeric 4
Activity	AlphaUpper 15
AcctCategory	AlphaUpper 5
StepAndGradeSchedule	AlphaUpper 20
PayGrade	Numeric 4
PayStep	Numeric 6
SalaryStructure	AlphaUpper 20
SalaryStructureGrade	Numeric 3
GeographicDifferentialCode	AlphaUpper 20
CollectiveAgreement	AlphaUpper 20
CollectiveAgreementCategory	Numeric 4
CollectiveAgreementPosition	Numeric 4
PaymentSchedule	AlphaUpper 20
PercentFit	Percent 5.2
PercentFitWithTolerance	Percent 5.2
LastCalculationDate	Date 8
NumberOfMonths	Numeric 2
EEO4Function	Numeric 2
OldPosition	Numeric 9
TotalPayRate	Decimal 18.6
TotalAnnualPayRate	Decimal 18.6
ChangedFields	Text 1
HRMUpdateAllFields	AlphaUpper 20
GHRFinanceEnterpriseGroup	Group

Field	Size
GHRFinanceEnterpriseGroup.FinanceEnterpriseGroup	AlphaUpper 4
GHRFinanceEnterpriseGroup.Ledger	AlphaUpper 20
GHRFinanceEnterpriseGroup.ToAccountingEntity	AlphaUpper 12
GHRFinanceEnterpriseGroup.AccountingUnit	AlphaUpper 25
GHRFinanceEnterpriseGroup.GeneralLedgerChartAccount	AlphaUpper 26
GHRFinanceEnterpriseGroup.Project	AlphaUpper 25
GHRFinanceEnterpriseGroup.FinanceDimension1	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension2	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension3	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension4	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension5	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension6	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension7	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension8	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension9	AlphaUpper 15
GHRFinanceEnterpriseGroup.FinanceDimension10	AlphaUpper 15
OldHROrganizationUnit	Numeric 6
OldPaymentSchedule	AlphaUpper 20
HolidayScheduleOverride	AlphaUpper 20
AppointmentEndDate	Date 8
NotToExceedNotice	Date 8
LastEquivalentIncrease	Date 8
PayRateDeterminant	AlphaUpper 1

Field	Size
GradeRetentionExpiration	Date 8
PAAssessmentDate	Date 8
PAAssessmentScore	Alpha 3
PAAssessmentBand	Alpha 3
QualificationLevel	Numeric 2
BehavioralLevel	Numeric 2
FederalAlternateWorkSchedule	AlphaUpper 3
FederalPayPlan	AlphaUpper 2
FederalDutyStation	AlphaUpper 9
AdditionalServiceObligationTypes	Boolean 1
ServiceObligationGroup	Group
ServiceObligationGroup.ServiceObligationType1	AlphaUpper 2
ServiceObligationGroup.ServiceObligationEnd-Date1	Date 8
ServiceObligationGroup.ServiceObligationNotice1	Date 8
ServiceObligationGroup.ServiceObligationType2	AlphaUpper 2
ServiceObligationGroup.ServiceObligationEnd-Date2	Date 8
ServiceObligationGroup.ServiceObligationNotice2	Date 8
ServiceObligationGroup.ServiceObligationType3	AlphaUpper 2
ServiceObligationGroup.ServiceObligationEnd-Date3	Date 8
ServiceObligationGroup.ServiceObligationNotice3	Date 8
ServiceObligationGroup.ServiceObligationType4	AlphaUpper 2
ServiceObligationGroup.ServiceObligationEnd-Date4	Date 8
ServiceObligationGroup.ServiceObligationNotice4	Date 8
EligibleForIncrease	AlphaUpper 1
DenialDate	Date 8
PromotionNotToExceed	Date 8
ExtensionOfPromotionNotToExceed	Date 8
TemporaryPromotionPlannedEndDate	Date 8

Field	Size
TemporaryPayPlannedEndDate	Date 8
RIFDate	Date 8
ProjectedIncreaseDate	Date 8
EffectiveTimeZone	Alpha 3
ActionRequestId	Decimal 20
AppliedStamp	TimeStamp 16
EffectiveStamp	TimeStamp 16
EntryStamp	TimeStamp 16
CurrentCorporateTime	Time 6
CurrentCorporateDate	Date 8
SystemCurrentCorporateDate	Date 8

Appendix B: Import file layouts

The complete list of import files is published in the spreadsheet for Infor Global HR and Infor Talent Management File Layouts. It is available on the Infor Support Portal. This spreadsheet is updated for each Customer Update release.

Note:

The Foreign Keys in these files are the keys that your system of record uses for that particular item. For example, for HROrganizationUnit, the keys in your system of record are most likely:

- ForeignKey1 - Company
- ForeignKey2 - ProcessLevel
- ForeignKey3 - Department

You should not need to modify the ForeignKey fields unless you have modified any of the interface processes, or if you have added fields using, for example, Infor Spreadsheet Designer.

Appendix C: Infor Global HR and Talent Management to Infor M3 Field Relationships

This appendix contains tables that explain the relationship between fields in Infor Global HR and Infor Talent Management and fields in Infor M3.

M3 Employee Interface field relationships

This table lists the Talent Management fields included in the employee interface and their corresponding fields in Infor M3.

TM field	M3 field	Field type/size	Comments
*LegalEntity	Division	Alpha 20 to Alpha 3	Division on MNS100
*Employee	Employee		Person on CRS530
Name	Employee Name	Alpha to Alpha 36	
Location	Facility	Alpha 20 to Alpha 3	Facility on CRS008
HROrganization Unit	Department	Numeric 6 to Alpha 8	Department on CRS350
Job	Planning Area	Numeric 9 to Alpha 8	Planning Area on CRS085
StartDate	Schedule From Date	Date	The AdjustedStartDate and ContinuousEmploymentDate are also available in the LT-MM3_Employee interface process and can be used instead of StartDate if the interface process is modified accordingly.
WorkSchedule	Work Schedule	Numeric 8 to Alpha 20	Work Schedule on CRS515

BargainingUnit	Work Center	Alpha 20	Work Center on CRS530
LegacyEmployment Number	Telephone Number 1	Alpha 20	Telephone Number 1 on CRS530

M3 Resource Capability Interface field relationships

This table lists the Talent Management fields included in the capability interface and their corresponding fields in Infor M3.

TM field	M3 field	Field type/size	Comments
*01 (=Employee)	Capability Object Category	Numeric 2	01 (Employee)
*Division	Start value 1	Alpha 15	Divison on CBS700
*Employee	Start value 2	Alpha 15	
*Qualification Category	Capability Type	Alpha 20 to Alpha 3	Capability Type on CBS005
*Competency or *Skill or *Credential	Capability	Alpha 20	Capability on CBS004 Note: Competencies, skills, and credentials must already exist in the M3 system before the interface is run. If they don't, the interface process will not complete successfully.
Date Acquired	From Date	Date 10	From Date

M3 Development Provider Interface field relationships

This table lists the Talent Management fields included in the development provider interface and their corresponding fields in Infor M3.

Add Supplier

TM field	M3 field	Field type/size	Comments
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Vendor	Supplier	Alpha 30 to Alpha 10	Vendor is not required by Talent Management, but if you are interfacing data to create suppliers in M3, Vendor must be populated. Note: Once you have interfaced the development provider information to M3 and created a Supplier based on the Vendor, do not change the Vendor name in Talent Management. This is a key field in M3, so changing the value will create interface errors.
*Description	Supplier Name	Alpha 60 to Alpha 36	
*M3Interface Settings	Supplier Type	Numeric 1	0 = Supplier 1 = Agent 2 = Only payee 3 = Supplier group 5 = Forwarding agent 6 = Insurance company 8 = Miscellaneous suppliers
*Country	Country	Alpha 3 to Alpha 3	Country from postal address for the development provider
*StateProvince	State	Alpha 3 to Alpha 2	First two characters of the state or province of the development provider
*M3Interface Settings	Language	Alpha 2	Language on CRS010
*M3Interface Settings	Date Format	Alpha 3	YMD = YYMMDD DMY = DDMMYY MDY = MMDDYY YWD = YYWWDD
*M3Interface Settings	Media Profile	Alpha 3	Media Profile on CRS033

Infor Global HR and Talent Management to Infor M3 Field Relationships

*M3Interface Settings	Supplier Group	Alpha 3	Supplier Group on CRS150
*M3Interface Settings	Quality Class	Alpha 3	Quality Class on PPS020
*M3Interface Settings	Order Type	Alpha 3	Purchase Order Type on PPS095
*M3Interface Settings	Delivery Terms	Alpha 3	Delivery Term on CRS065
*M3Interface Settings	Delivery Method	Alpha 3	Delivery Method on CRS070
*M3Interface Settings	Freight Terms	Alpha 3	Freight Term on CRS126
*M3Interface Settings	Packaging Terms	Alpha 3	Packing Term on CRS125
*M3Interface Settings	Date Type	Numeric 1	<p>1 = Requested delivery date. The date type can be overridden per PO line.</p> <p>2 = Planned put-away date. The date type can be overridden per PO line.</p> <p>3 = Requested delivery date. The date type can be overridden per PO line.</p> <p>4 = Requested delivery date including hour and minutes. The date type cannot be overridden.</p>
*M3Interface Settings	Date Code	Numeric 1	<p>1 = Order date</p> <p>2 = Requested delivery date</p>
*M3Interface Settings	Accounting Control Object	Alpha 3	Accounting Control Object on CRS335
*M3Interface Settings	Attribute Pricing Rule	Alpha 1	<p>1 = Expected attribute values are used as base</p> <p>2 = Actual attribute values are used as base</p>
*M3Interface Settings	Currency	Alpha 3	Currency on CRS055

Infor Global HR and Talent Management to Infor M3 Field Relationships

*M3Interface Settings	Exchange Rate Type	Numeric 2	Exchange Rate Type on CRS056
*M3Interface Settings	Payment Method	Alpha 3	AP Payment Method on CRS071
*M3Interface Settings	Payment Term	Alpha 3	Payment Term on CRS075

Add Address

TM field	M3 field	Field type/size	Comments
*M3Supplier	Supplier	Alpha 30 to Alpha 10	
*M3Interface Settings	Address Type	Numeric 1	1 = Postal address 2 = Street address 3 = Final delivery address
*Constant value= DE-VPRO	Address Number	Alpha 6	
*Country	Country	Alpha 3 to Alpha 3	Country from postal address for the development provider
*M3Interface Settings	Printout Code	Numeric 1	0 = Supplier name 1 = Supplier address
Description	Supplier Name	Alpha 60 to Alpha 36	From the development provider description
AddressLine1	Address Line 1	Alpha 40 to Alpha 36	The first 36 characters of address line 1 of the postal address
AddressLine2	Address Line 2	Alpha 40 to Alpha 36	The first 36 characters of address line 2 of the postal address
AddressLine3	Address Line 3	Alpha 40 to Alpha 36	The first 36 characters of address line 3 of the postal address
AddressLine4	Address Line 4	Alpha 40 to Alpha 36	The first 36 characters of address line 4 of the postal address
Municipality	City	Alpha 30 to Alpha 20	The first 20 characters of the municipality from the postal address

Infor Global HR and Talent Management to Infor M3 Field Relationships

StateProvince	State	Alpha 3 to Alpha 2	First two characters of the state or province of the development provider
PostalCode	Postal Code	Alpha 10 to Alpha 10	Postal code from the postal address of the development provider

Appendix D: Infor Talent Management to Infor Workforce Management File Layouts

This appendix contains tables that list the fields in Infor Global HR and Infor Talent Management to Infor Workforce Management interface records.

WFMAbsenceBalanceExport

Note:

When the AllRecords variable has been selected on the WFMAbsenceBalanceExport trigger to retrieve the data (as of the current date), that data comes from the main table (not the export tables). For example, Paygrp_Name normally retrieves the value from the WorkAssignmentExport record, but when running the export for AllRecords, the value is retrieved directly from WorkAssignment.

Field	Size	Source
OVR_START_DATE	Date	(MMDDYYYY) - the Transaction date
OVR_END_DATE	Date	Blank (not used)
Emp_Name*	Varchar2 40	<p>13 characters - Concatenation of Mapped Organization (4 char) and Mapped Employee number (9 characters)</p> <p>True = Concatenate {Company + Employee ID number}</p> <p>False = Do not concatenate Company and Employee ID number. Only use Employee ID number.</p> <p>This field is populated from the WFM configuration value.</p>
EMPBAL_DELTA1 EMPBAL_DELTA2 EMPBAL_DELTA3	Array 10	<p>Specifies which balance will be updated (interface supports up to three balances to interface).</p> <p>These fields are assigned to Absence Plans by cross-reference mapping.</p>

WFMEmployeeExport

Note:

- Mapped values are returned from the cross reference table where the source is "LTM" and the destination is "HRM" unless otherwise specified. When HRM and WFM interfaces are both enabled, the same mappings are not required to be defined for both interfaces.
- When the AllRecords variable has been selected on the WFMEmployeeExport trigger to retrieve the data (as of the current date), that data comes from the main table (not the export tables). For example, Paygrp_Name normally retrieves the value from the WorkAssignmentExport record, but when running the export for AllRecords, the value is retrieved directly from WorkAssignment.

Field	Size	Source
OVR_START_DATE	Date	Null, unless ending a WorkAssignment (Workforce Management will default 1/1/3000)
OVR_END_DATE	Date	WorkAssignmentExport.EffectiveDate
Emp_Name*	Varchar2 40	True = Concatenate {Company + Employee ID number} False = Do not concatenate Company and Employee ID number. Only use Employee ID number. This field is populated from the WFM configuration value.
Emp_Lastname *	Varchar2 40	EmployeeExport.Name.FamilyName Null if unchanged or non-primary work assignment record.
Emp_Firstname	Varchar2 40	EmployeeExport.Name.GivenName Null if unchanged or non-primary Work Assignment record.
Emp_Hire_Date	Date	Adjusted.StartDate Null if unchanged or non-primary work Assignment record.
Emp_Seniority_Date	Date	EmployeeExport.SeniorityDate Null if unchanged or non-primary work assignment record.
Emp_Termination_Date	Date	Employee.TerminationDate Null if unchanged or non-primary work assignment record. If the transaction is a "rehire" action, the interface will pass "01/01/3000" for the Termination Date.

Field	Size	Source
Emp_Status*	Varchar2 1	If employee has NO active work assignments, pass I. Else, pass A. Null for a non-primary work assignment record.
Emp_SIN		Placeholder field, but default is empty.
Emp_Birth_Date	Date	EmployeeExport.Birthdate Null if unchanged or non-primary Work Assignment record.
Emp_Fulltime	Varchar2 10	Mapped Value for Full Time. Populated only if RelationshipToOrganization, RelationshipStatus or WorkType have changed. If no mapping is found, default to Y.
Emp_Base_Rate	Num 20	PrimaryWorkAssignment.PayRate Null if unchanged or non-primary Work Assignment record.
EMP_FLAG[1..20]	Varchar2 20	
Emp_Def_Minutes AND Emp_Retail_Avail	Varchar2 22	Null
EMP_DAY_START_TIME	Date	
DEFAULT_TIME_ZONE	Varchar2 10	
DEFAULT_TIME_SHEET	Varchar2 10	
Empbdg_Badge_Number AND Wbu_Badge_Number	Varchar2 40	Null
WBU_NAME	Varchar2 40	The employee's actor value, usually the login.
WBU_PASSWORD	Varchar2 100	
WBU_PWD_CHANGED_DATE	Date	
USER_STATUS	Varchar2 10	A - active primary work assignment I - inactive primary work assignment
WBU_EMAIL	Varchar2 100	Email address form the actor record
WBLL_ID	Varchar2 40	Not used
WBG_ID	Varchar2 10	If a supervisor or an employee

Field	Size	Source
Empt_Hierarchy	Varchar2 1000	WorkAssignmentExport.DirectSupervisor or WorkAssignmentExport.DirectSupervisor-ShortDescription or Mapped value This value will be determined by the WFM configuration setting for "UseSupervisor-ShortDescription." Also, if there is a mapped value for the supervisor in the Cross Reference Table, the mapped value will be used. Null if unchanged or non-primary work assignment record.
USER_ROLE	Varchar2 10	
TEAM_DESC	Varchar2 10	
Emp_Job	Varchar2 200	WorkAssignmentExport.Position or WorkAssignmentExport.PositionShortDescription or Mapped Value This value will be determined by the WFM configuration setting for "UsePositionShort-Description." Also, if there is a mapped value for the position in the Cross Reference Table, the mapped value will be used. Null if unchanged. If a Position is changed, a second record is created to end the old position.
EMP_JOB_LEVEL	Varchar2 200	
EMP_JOB_RANK	Varchar2 1000	
EMP_READER_GROUP	Varchar2 10	
ENT_POLICY	Varchar2 1000	
SHFTPAT_NAME	Varchar2 40	
EMP_SHFTPAT_OFFSET	Varchar2 22	
EMP_DEF_LAB	Varchar2 200	

Infor Talent Management to Infor Workforce Management File Layouts

Field	Size	Source
EMP_DEF_LAB	Varchar2 200	
EMP_DEF_LAB	Varchar2 200	
EMP_DEF_LAB	Varchar2 200	
CALCGRP_NAME	Varchar2 40	
Paygrp_Name	Varchar2 40	WorkAssignmentExport.PaymentSchedule <or> Mapped value for PayPlan.
SKDGRP_NAME	Varchar2 100	
EMP_VAL [1..20]	Varchar2 40	Assign the user fields through the cross reference tables.
EMP_UDF_DATA [1..20]	Varchar2 100	Assign the user fields through the cross reference tables.
EMPBAL_DELTA	Array 10	
EMP_SKILL	Varchar2 200	
EMP_SKILL_TYPE	Varchar2 200	
EMP_SKILL_WEIGHT	Varchar2 40	
EMPTYP_NAME	Varchar2 40	Employee.RelationshipToOrganization Null if unchanged or non-primary work assignment record.
EMPWRKTYP_NAME	Varchar2 40	Employee.WorkType Null if unchanged or non-primary work assignment record.
EMP_FTE	Num 40	PrimaryWorkAssignment.FTE Null if unchanged or non-primary work assignment record.
EMP_ACA_MEASURE- MENT_GROUP	Varchar2 100	
WBU_IP	Varchar2 100	
WBU_FLAG[1..10]	Varchar2 10	
WBU_UDF1	Varchar2 100	
WBU_UDF2	Varchar2 100	
WBU_UDF3	Varchar2 100	
WBU_UDF4	Varchar2 100	
WBU_UDF5	Varchar2 100	
WBU_CANSEE_SELF	Varchar2 1	

Field	Size	Source
WBU_CAN_PROXY	Varchar2 1	
WBU_IS_POWER	Varchar2 1	
WBU_IDENTITY2	Varchar2 40	Identity attached to the actor record This value is populated from the global user identity string (GUID) that is passed from Infor Ming.le.

WFMJobExport

Note:

When the AllRecords variable has been selected on the WFMJobExport trigger to retrieve the data (as of the current date), that data comes from the main table (not the export tables). For example, Paygrp_Name normally retrieves the value from the WorkAssignmentExport record, but when running the export for AllRecords, the value is retrieved directly from WorkAssignment.

Field	Size	Source
Type	Varchar2 1	Hard-coded value of "J"
Effective Date	Date	The effective date of the transaction
EndDate	Date	This is the effective date if the action is delete, otherwise, if the Position is Active it is Null. If the position is inactive, it is the effective date.
JOB.Job_Name	Varchar2 40	PositionExport.Position or PositionExport.PositionShortDescription or Mapped value This value is determined by the "UsePositionShortDescription" WFM configuration setting. If there is a mapped valued for the position in the Cross Reference table, the mapped value is used.
JOB.Job_Desc	Varchar 2 60	PositionExport.PositionDescription
JOB.Job_Start_Date	Date	PositionExport.EffectiveDate
JOB.Job_End_Date	Date	PositionExport.EffectiveDate Only populated when a PositionExport record has Action Type=Delete.

WFMTeamExport

Note:

When the AllRecords variable has been selected on the WFMTeamExport trigger to retrieve the data (as of the current date), that data comes from the main table (not the export tables). For example, Paygrp_Name normally retrieves the value from the WorkAssignmentExport record, but when running the export for AllRecords, the value is retrieved directly from WorkAssignment.

Field	Size	Source
Wbt_String	Varchar2 1000	<p>This field holds two values--the parent supervisor and the supervisor--delimited with a tilde (~).</p> <p>For Parent Supervisor: SupervisorExport.ParentSupervisor or SupervisorExport.ParentSupervisorShort-Description or Mapped value</p> <p>This value is determined by the "UseSupervisorShortDescription" WFM configuration setting. If there is a mapped valued for the position in the Cross Reference table, the mapped value is used.</p> <p>For Supervisor: SupervisorExport.Supervisor or SupervisorExport.tSupervisorShortDescription or Mapped value</p> <p>This value is determined by the "UseSupervisorShortDescription" WFM configuration setting. If there is a mapped valued for the position in the Cross Reference table, the mapped value is used.</p>
Wbt_Action	Varchar2 40	<p>ADD or DELETE</p> <p>Only populated with DELETE when a SupervisorExport record has Action Type=Delete.</p>

WFMSkillMasterExport

Field	Size	Source
Skill_Name	Varchar 40	CompetencyAndSkill.CompentencyAndSkill or Credential.Credential
Skill_Description	Varchar 100	CompetencyAndSkill.ShortDescription or Credential.ShortDescription
Skill_Type	Varchar 40	Value of "Competency," "Skill," or "Credential" is determined by the interface process. For competencies and skills, if the record is an "ActiveCompetency," the "Competency" value is used. Otherwise, the "Skill" value is used. All credential records use the "Credential" value.
Type	Varchar 40	Hardcoded value of "Credential, Skill, or Competency" depending on the type.
JOB.Job_Start_Date	Date	PositionExport.EffectiveDate
JOB.Job_End_Date	Date	PositionExport.EffectiveDate Only populate when a PostionExport record has Action Type=Delete.

WFMEmployeeSkillExport

Field	Size	Source
Ovr_Start_Date	Date	EmployeeCompAndSkillExport.DateAcquired or EmployeeCredentialExport.OriginalCredentialDate

Field	Size	Source
Ovr_End_Date	Date	EmployeeCompAndSkillExport.DateRange.End or EmployeeCredentialExport.DateRange.End
Emp_Name	Varchar2 40	Concatenate {Company + Employee} If no mapping is found for company, the HROrganization is used. For Company: Return a 4 digit value, zero fill to the left (For PfiXRefValue where XrefCode.Code = Company, return DestinationValue1) For Employee: Return a 9 digit number, zero fill to the left (For PfiXRefValue where XrefCode.Code = Employee, return DestinationValue2) For Employee: EmployeeExport.Employee
Emp_Skill	Varchar2 40	EmployeeCompAndSkillExport.CompetencyAndSkill or EmployeeCredentialExport.Credential
Skill_Type	Varchar 40	Value of "Competency," "Skill," or "Credential" is determined by the interface process. For competencies and skills, if the record is an "ActiveCompetency," the "Competency" value is used. Otherwise, the "Skill" value is used. All credential records use the "Credential" value.

Appendix E: Infor Learning Management File Layouts

This appendix contains tables that list the fields in Infor Global HR and Infor Talent Management to Infor Learning Management interface records.

Levels.txt

For each organization unit record in the Levels.txt file, the following fields are included.

Field	Size
HROrganizationUnit	Numeric 6
ShortDescription	Alpha 20
ParentUnit	Numeric 6

Users.txt

For each employee record in the Users.txt file, the following fields are included.

Field	Size	LMS mapped field	Details
actor	Alpha 100	vch_loginname	
Name.Given-Name	Alpha 50	vch_firstname	
Name.Family-Name	Alpha 50	vch_lastname	

Field	Size	LMS mapped field	Details
ActivePrimary-WorkAssignmentRel. DirectSupervisor.firstActiveAssignmentIsSupervisor WorkAssignment.Employee.agent(Employee)	Alpha 100	ManagerID	This is the User Manager ID. This unique ID is used to identify the user and must be provided to associate the user with their user manager. For example, if the vch_loginname is marked as the unique ID in the configuration file to identify the user then the vch_loginname of the manager should be populated here to assign that user as the current user's manager.
PrimaryWorkAssignment.HROrganizationUnit	Numeric 6	vch_unique_level_id	IMS Level ID of the LMS Level to which this user will be created or moved.
(LMS to populate)		vch_password	Sent as null
PrimaryWorkAssignment.Position.ShortDescription	Alpha 50	vch_title	
UseForPayroll.PostalAddress.DeliveryAddress.AddressLine1	Alpha 40	vch_address	
UseForPayroll.PostalAddress.DeliveryAddress.AddressLine2	Alpha 40	vch_address2	
UseForPayroll.PostalAddress.Municipality	Alpha 30	vch_city	
UseForPayroll.PostalAddress.StateProvince	AlphaUpper 3	vch_state	LMS field length is 64
UseForPayroll.PostalAddress.PostalCode	Alpha 10	vch_zip	

Field	Size	LMS mapped field	Details
UseForPayroll.PostalAddress.Country	AlphaUpper 3	vch_country	LMS field length is 64
County.Name for EmployeeAddress.PostalAddress.County	Alpha 25	vch_county	
EmployeeContact.ContactDetail.EmailAddress where EmployeeContact.ContactMethod = 6 (Email) and EmployeeContact.PreferredContact = True, else 1st EmployeeContact.ContactDetail.EmailAddress where EmployeeContact.ContactMethod = 6 (Email).	EmailAddress	vch_email	
Employee	Numeric 13	vch_Employee_ID	In LMS this can be an empty value.
IsoLanguage		I_Icid	User Language ID. Example: 1033 --> English 1036 --> French This setting governs UI language Need table from CP to figure out mappings.
IsoLocale		i_regional_icid	Regional locale preference Examples: 1033 --> English 1036 --> French This setting governs display of date and time formats

Field	Size	LMS mapped field	Details
PrimaryWorkAssignment.Active	Boolean 1	b_active	1-Active 0-Inactive TM will send Inactive when the PrimaryWorkAssignment.Status is inactive.
actor.agent(Employee)	Alpha 100	vch_unique_id	Unique ID of a User. This field should contain the unique ID of the user from the system of record. It is also used by many LMS web services to identify the user.
HROrganization.Description		vch_companyname	

DevelopmentActivityImport

Field	Size
UniqueID	UniqueID 36
BatchNumber	Numeric 8
HROrganization	AlphaUpper 4
DevelopmentActivity	Alpha 36
SystemTimeStamp	TimeStamp 16
EffectiveDate	Date 8
ImportType	Numeric 2
RecordStatus	Numeric 1
ExcludeFromCatalog	Boolean 1
DevelopmentActivityType	AlphaUpper 20
Active	Boolean 1
Description	Alpha 60
Summary	Text 1
DisplayName	Alpha 36
DevelopmentActivityCategory	AlphaUpper 20
ActivityContact	Numeric 13

Field	Size
DeliveryType	AlphaUpper 20
DeliveryMethod	AlphaUpper 20
ELearningURL	Alpha 256
UseSessionsForThisActivity	Boolean 1
DevelopmentActivitySessionFrequency	AlphaUpper 20
DevelopmentActivityHours	Decimal 5.2
DevelopmentActivityLength	Decimal 5.2
DevelopmentActivityDuration	AlphaUpper 20
DIFEligible	Boolean 1
CEUAwarded	Decimal 5.2
ExpectedResult	Text 1
DevelopmentActivityFocus	AlphaUpper 20
ImputableFor2483	Boolean 1
LMSCourseID	Alpha 36
LMSCourseCredit	Numeric 2
LMSCourseCreatedDate	Date 8
CourseXMLElement	Text 1
CourseXmlDebug	Text 1
ReasonCode	AlphaUpper 20
ReasonComment	Text 1
ErrorMessage	Text 1
LearningOptimizationCourse	Boolean 1
TalentScienceMedia	Boolean 1
MediaCode	Alpha 15
LMSCoursePlatform	Numeric 1
LocalHROrganization	AlphaUpper 4
LearningOptimizationCourse	Boolean 1
TalentScienceMedia	Boolean 1
MediaCode	Alpha 15
LocalDevelopmentActivity	Alpha 36
LocalEffectiveDate	Date 8

Field	Size
DevelopmentActivityImport_relevance_score	Numeric 9
DevelopmentActivityImport_has_future_changes	Boolean 1
DevelopmentActivityImport_ActionRequest	UniqueID 36
DevelopmentActivityImport_actor	Alpha 30
DevelopmentActivityImport_agent_actor	Alpha 30
DevelopmentActivityImport_authenticated_actor	Alpha 30
DevelopmentActivityImport_actiontype	Numeric 1
DataXlt_IsoLocale	Alpha 100
DataXlt_Locale	Group

EmployeeDevelopmentActivityExport

Field	Size
UniqueID	UniqueID 36
HROrganization	AlphaUpper 4
Employee	Numeric 13
EmployeeDevelopmentActivity	Numeric 8
SystemTimeStamp	TimeStamp 16
AuditTransactionId	UniqueID 36
EffectiveDate	Date 8
EffectiveThrough	Date 8
Actor	Alpha 20
AuthenticatedActor	Alpha 20
Action	Alpha 40
ActionType	Numeric 1
ActionTag	Alpha 100
AuditPeriod	Numeric 1
Subject	Alpha 200
ActionReason	Alpha 20
ReasonComment	Text 1

Field	Size
Correction	Boolean 1
CorrectionComment	Text 1
LMSStatus	Numeric 1
Message	Text 1
AuditEntryId	UniqueID 36
DevelopmentPeriod	AlphaUpper 20
DevelopmentBudgetCategory	AlphaUpper 30
Supervisor	Numeric 9
DevelopmentActivity	AlphaUpper 36
Description	Alpha 60
StartDate	Date 8
ExpectedCompletionDate	Date 8
CompletionDate	Date 8
Priority	Numeric 2
Status	Numeric 2
Comments	Text 1
InitiatedBy	Numeric 1
DIF	Boolean 1
Required	Boolean 1
ActivityType	Numeric 1
ActualDevelopmentBudget	AlphaUpper 20
InFinalizedPlan	Boolean 1
Reviewed	Boolean 1
RequestDate	Date 8
Rationale	Text 1
DevelopmentActivityCategory	AlphaUpper 20
DevelopmentActivityType	AlphaUpper 20
ImputableFor2483	Boolean 1
ResourceActivityOrigin	AlphaUpper 20
PreferredSession	Numeric 6
MissingDataDisplay	Numeric 2

Field	Size
ActivityDisplay	Alpha 60
EstimatedHoursOutsideOfWork	Numeric 5
ActualHoursOutsideOfWork	Numeric 5
PartOfOrganizationalDevelopmentPlan	Boolean 1
ActivityFinishDate	Date 8
FinishedComments	Text 1
RegisterForFirstAvailableSession	Boolean 1
FromMassAssign	Boolean 1
LMSCourseEnrollmentDate	Date 8
LMSEnrollmentStatus	Numeric 1
LMSCompletionStatus	Numeric 1
LMSEventEnrollmentDate	Date 8
LMSEventID	Numeric 9
LMSScoreDate	Date 8
LMSScore	Numeric 3
LMSScoreDateModified	Date 8
LMSEventCompletionDeadline	Date 8
EmployeeDevelopmentActivityExport_relevance_score	Numeric 9
EmployeeDevelopmentActivityExport_has_future_changes	Boolean 1
EmployeeDevelopmentActivityExport_ActionRequest	UniqueID 36
EmployeeDevelopmentActivityExport_actor	Alpha 30
EmployeeDevelopmentActivityExport_agent_actor	Alpha 30
EmployeeDevelopmentActivityExport_authenticated_actor	Alpha 30
EmployeeDevelopmentActivityExport_actiontype	Numeric 1
DataXlt_IsoLocale	Alpha 100
DataXlt_Locale	Group

EmployeeDevelopmentActivityImport

Field	Size
UniqueID	UniqueID 36
BatchNumber	Numeric 8
HROrganization	AlphaUpper 4
Employee	Numeric 13
EmployeeDevelopmentActivity	Numeric 8
SystemTimeStamp	TimeStamp 16
SequenceNumber	Numeric 4
EffectiveDate	Date 8
ImportType	Numeric 2
RecordStatus	Numeric 1
DevelopmentPeriod	AlphaUpper 20
DevelopmentBudgetCategory	AlphaUpper 30
Supervisor	Numeric 9
DevelopmentActivity	Alpha 36
Description	Alpha 60
StartDate	Date 8
ExpectedCompletionDate	Date 8
CompletionDate	Date 8
Priority	Numeric 2
Status	Numeric 2
Comments	Text 1
InitiatedBy	Numeric 1
DIF	Boolean 1
Required	Boolean 1
ActivityType	Numeric 1
ActualDevelopmentBudget	AlphaUpper 20
InFinalizedPlan	Boolean 1
Reviewed	Boolean 1
RequestDate	Date 8

Field	Size
Rationale	Text 1
DevelopmentActivityCategory	AlphaUpper 20
DevelopmentActivityType	AlphaUpper 20
ImputableFor2483	Boolean 1
ResourceActivityOrigin	AlphaUpper 20
PreferredSession	Numeric 6
EstimatedHoursOutsideOfWork	Numeric 5
ActualHoursOutsideOfWork	Numeric 5
PartOfOrganizationalDevelopmentPlan	Boolean 1
ActivityFinishDate	Date 8
FinishedComments	Text 1
RegisterForFirstAvailableSession	Boolean 1
LMSCourseEnrollmentDate	Date 8
LMSEnrollmentStatus	Numeric 1
LMSCompletionStatus	Numeric 1
LMSEventEnrollmentDate	Date 8
LMSEventID	Numeric 9
LMSDateScored	Date 8
LMSScore	Numeric 3
LMSScoreDateModified	Date 8
LMSEventCompletionDeadline	Date 8
ReasonCode	AlphaUpper 20
ReasonComment	Text 1
ErrorMessage	Text 1
LocalHROrganization	AlphaUpper 4
LocalEmployee	Numeric 13
LocalEmployeeDevelopmentActivity	Numeric 8
LocalEffectiveDate	Date 8
EmployeeDevelopmentActivityImport_relevance_score	Numeric 9

Field	Size
EmployeeDevelopmentActivityImport_has_future_changes	Boolean 1
EmployeeDevelopmentActivityImport_ActionRequest	UniqueID 36
EmployeeDevelopmentActivityImport_actor	Alpha 30
EmployeeDevelopmentActivityImport_agent_actor	Alpha 30
EmployeeDevelopmentActivityImport_authenticated_actor	Alpha 30
EmployeeDevelopmentActivityImport_actiontype	Numeric 1
DataXlt_IsoLocale	Alpha 100
DataXlt_Locale	Group