

HUMAN RESOURCE INFORMATION SYSTEM (HRIS)

USER MANUAL FOR GETTING STARTED

VERSION 1.0



Table of Contents

SYSTEM FEATURES	4
1.0 INTRODUCTION	5
2.0 MASTER FILE SETUP	5
2.1 Cost Centre	4
2.2 Segment for OrganisationUnit	6
2.3 OrganisationUnit	7
2.4 Salary Scale	10
2.5 Job Family	14
2.6 IR8A Position	15
2.7 Transaction Type	15
2.8 Bank Information	16
3. COMPANY DETAILS SETUP	17
3.1 Company Master	17
3.2 CPF Account	21
3.3 Pay Period	22
4. EMPLOYEE PROFILE SETUP	24
4.1 Employee Profile	23
4.2 Bank Account	25
4.3 Funds	.27
4.4 Employee's New Appointment	29
5 RUN PAYROLL	32
5.1 Check Pay Period	32
5.2 One Time Transaction Entry	34
5.3Standard Allowance/ Deduction Entry	35



5.4 Payroll calculation	36
3.6 Make Payment	41
5.7 Check Payment Information	42
5.8 Export GIRO	43
5.9 CPF Export	43



System Features

Human Resources Information System (HRIS) is designed and developed to operate as web based environment.

Consistency and Simplicity:

It is easy and simple to operate as menus and windows, together with on-line help messages govern the entire system. In addition each module is designed with the same operational procedure. New users need only to learn and be familiar with one module, and soon be familiar with all of them. Hence even users with no computer experience will find it easy to operate.

Flexible:

The system provides flexible master file maintenance for adding, modifying and deleting master file information respectively.

Popup windows/tables:

With the prompt windows, searches through files are made simple and it allows users to obtain prompt and accurate access data.

Reports provided:

Listing and statistical reports are provided too making checking and reporting purposes much more efficient and effective.



1.0 Introduction

The Getting Started feature enables to carry out the processing of payroll more easily in step by step process

Features available: -

- (a) Master File Setup
- (b) Company Details Setup
- (c) Employee Profile Setup
- (d) Employee Profile Setup
- (e) Run Payroll

2.0 Master File Setup

The Master File Setup consists of: -

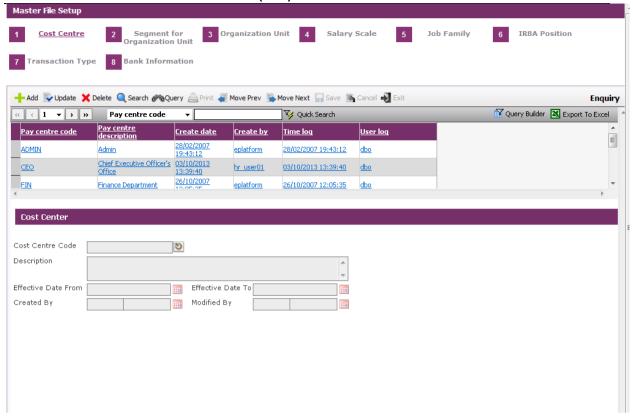
- (a) Cost Centre
- (b) Segment for Organization Unit
- (c) Organization Unit
- (d) Salary Scale
- (e) Job Family
- (f) IR8A Position
- (g) Transaction Type
- (h) Bank Information



2.1 Cost Centre

This master file captures the different cost center of the employee.



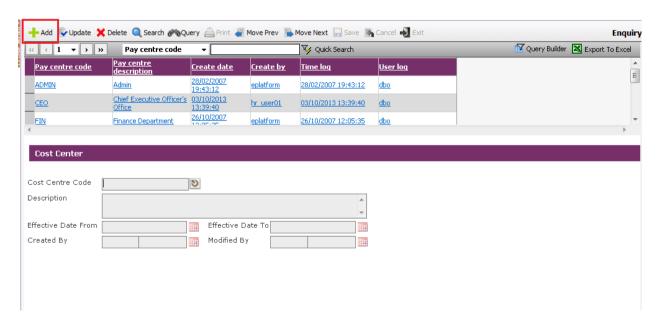


Note: Effective Date From and Effective Date To fields are auto-generated by system and is used for information purposes.

The **Cost Centre code** and the code **Description** can be expressed as a combination of alphabets and numbers i.e. alpha numeric.

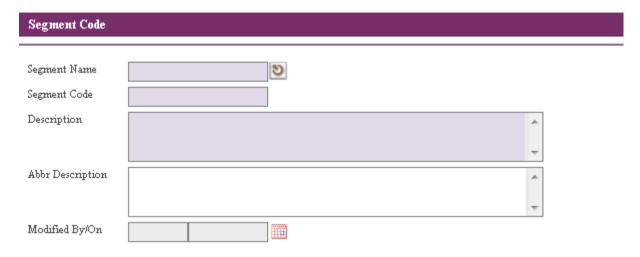
Payroll reports are available by Cost Center Code.

Click the **Add button** to add a new record.

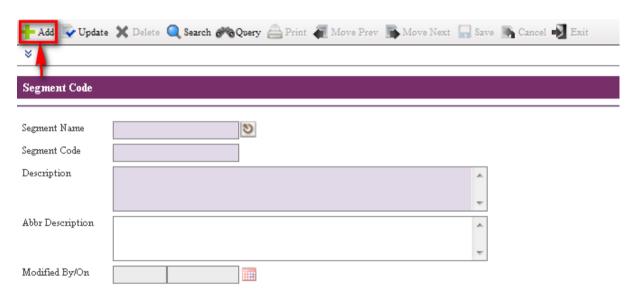


2.2 Segment for Organization Unit

This file allows entry of different segment code. The different segment code will help to form the organization unit code in the **Organisation Unit Master** file. Note that the organization unit code can accept max 40 characters only.



Click the Add button to add a new record.

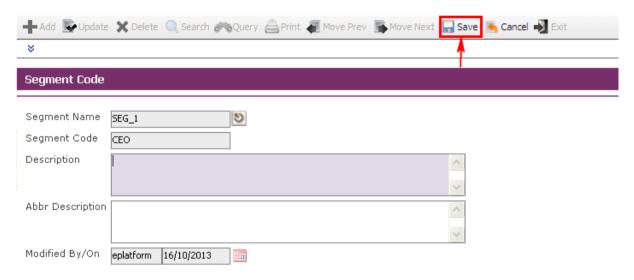


User needs to fill the Segment Name, Segment Code and Description Fields.





Click the Save button to save the record.

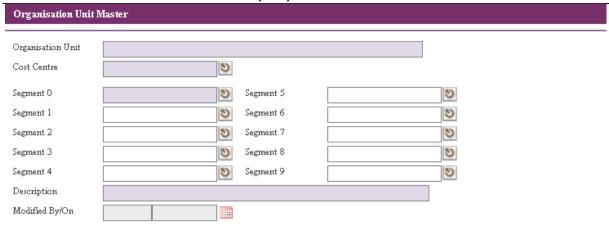


For more details on this module refer to User Manual for Employee Profile Management System.

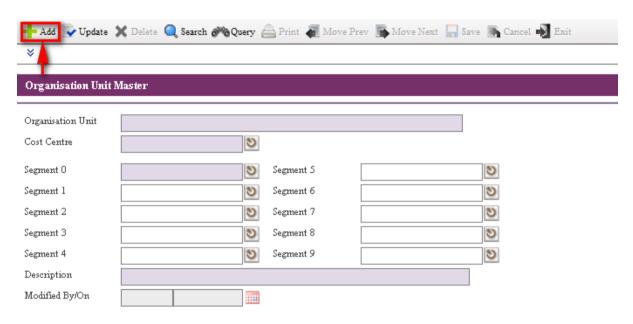
2.3 Organisation Unit

This module captures different organization units within the Organization. Reports are available for printing by Organisation Unit.

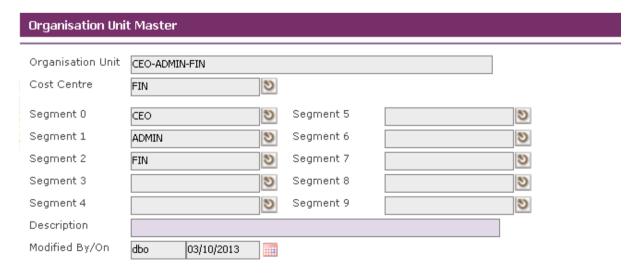




Click the Add button to add a new record.

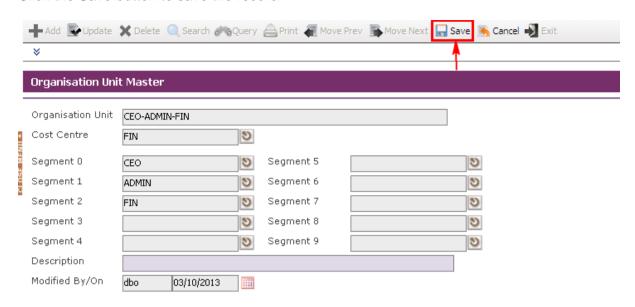


User needs to fill the Cost Centre, Segment 0, etc...





Click the Save button to save the record.



For more details on this module refer to **User Manual for Employee Profile Management System.**

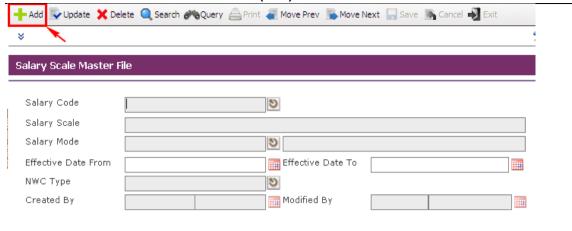
2.4 Salary Scale

This master file stores Salary Coderepresenting the type of salary code employees are covered by.

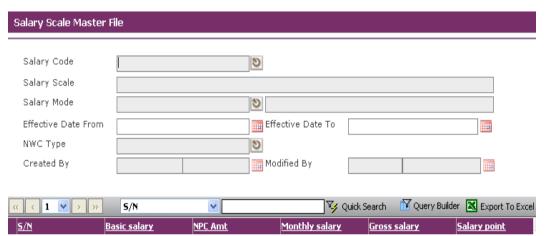


Click the Add button to add a new record.

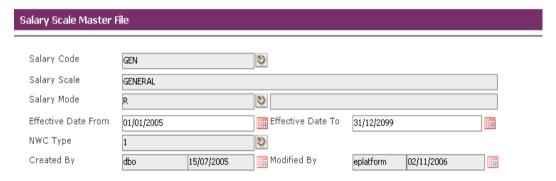




System will show as follows.

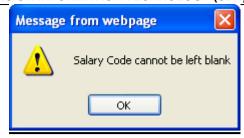


Enter Information such as Salary Code, Salary Scale, Salary Mode, Effective Date From, Effective Date To and NWC Type fields.

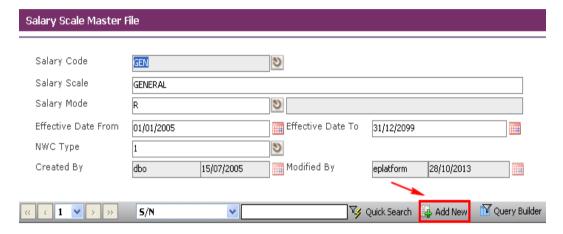


Before the **Add New** button is clicked, the system checks if the required field is empty. If this field is empty, system will prompt message (shown below). Click on the OK button to close the message box and fill in the indicated field. Then save the record again.





To add the Salary Scale details, click on the Add New button.



System will show as follows.

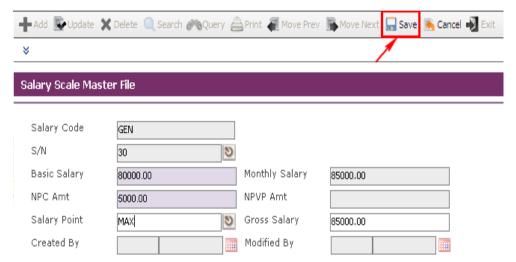


Enter Information such as Basic Salary, NPC Amt and Salary Point fields.

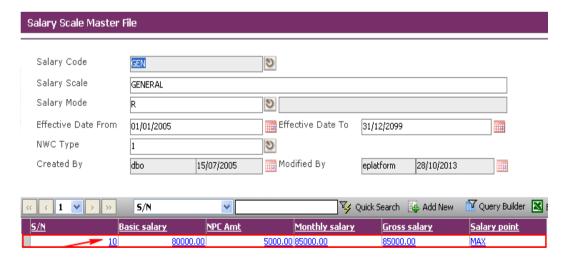




Click the Save button to save the detail record.



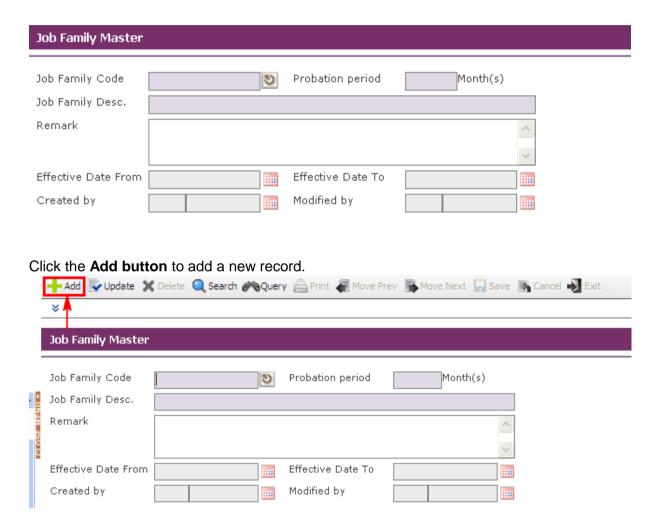
Click on the **Cancel** button and the **Exit** button to go back to its previous screen. If the information entered is correct, the record will be saved into the system.



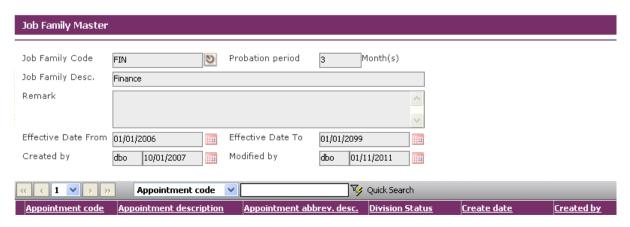


2.5 Job Family

This **Job Family** master file screen is for the user to setup/maintain the **Job Family** and description.

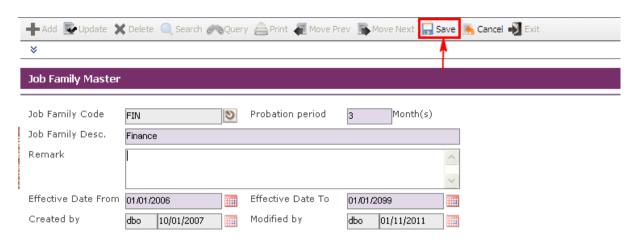


User needs to fill the Job Family Code, Probation Period, Job Family Description and Remark and Effective Dates Fields.

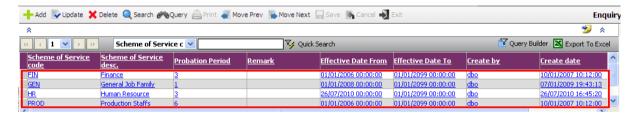




Click the **Save button** to save the record.



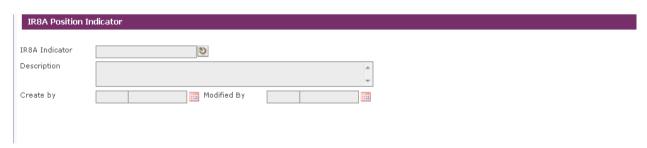
Before the record is saved, the system checks if the required fields are empty. If these fields are empty, system will prompt messages which are shown below. Click on the **OK button** to close the message box and fills the indicated fields. Then save the record again. If the information entered is correct, the record will be saved into the system.



To add detail information and for more information on this module refer to **User Manual for Employee Profile Management System.**

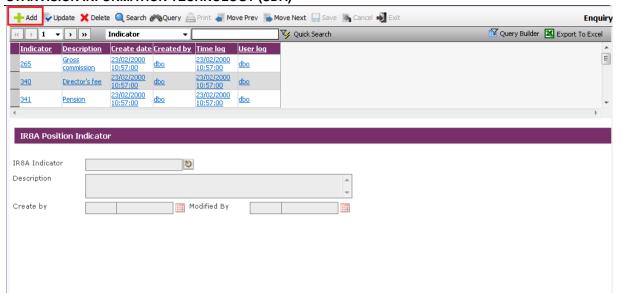
2.6 IR8A Position

This module defines the position of the transaction value to be reflected in the IR8A form.



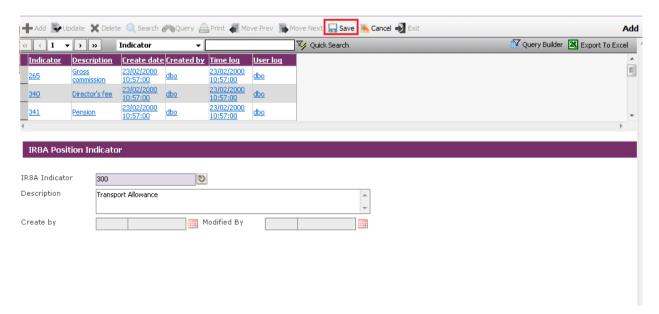
Click the **Add** button to add a new record.





User needs to fill the IR8A Indicator and Description. Click the **Save button** to save the record.

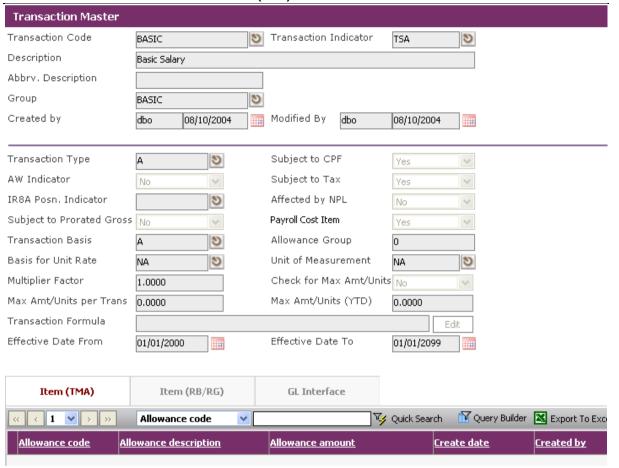
If the information entered is correct, the record will be saved into the system.



2.7Transaction Type

This module allows user to set the various types of Allowance/Deduction code that will affect the employee's payroll computation such as transport allowances or no pay leave deduction.





Payroll Master File-Transaction Type

GL Interface Tab

This tab is used for uploading payroll data to financial accounting or other accounting packages.

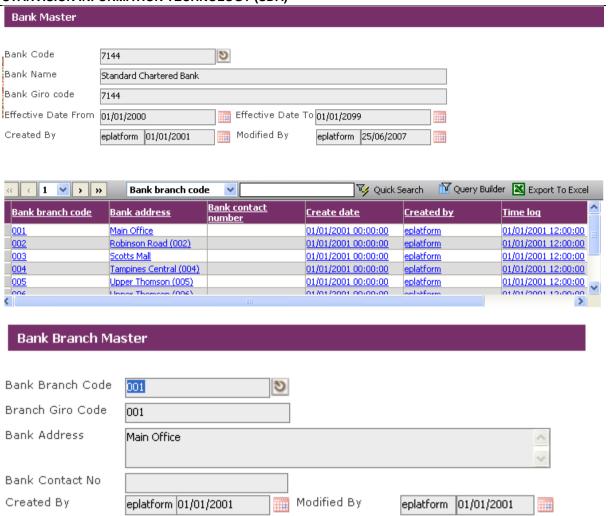
2.8 Bank Information

This module captures the list of standard banks' details such as Bank Code, Branch Code, Branch GIRO Code and Address that will be used for payroll via inter-bank GIRO.



Payroll Master File-Bank



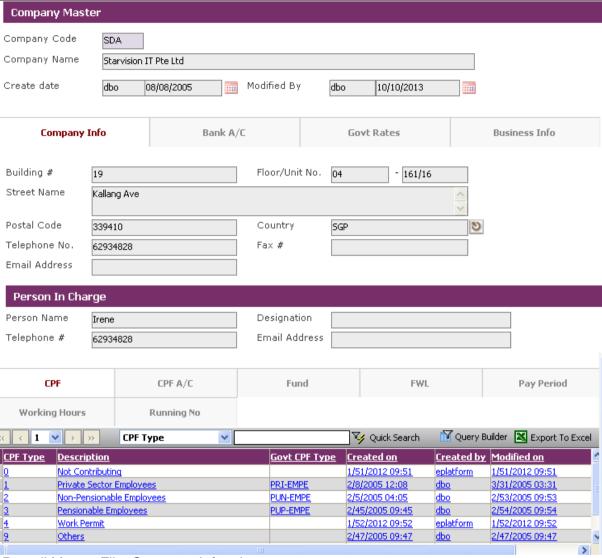


3. Company Details Setup

3.1 Company Master

This is to set up the company information that will be used as default values in the payroll module. It includes information like Bank account details, Govt Rates and Business Info.





Payroll Master File-Company Info tab

Bank A/C Tab

Details on Company/Employer's Bank account. Payment to employees in the form of GIRO Banking, Cheques and Cash are done through this account.





Payroll Master File-Company-Bank A/C tab

Govt Rates Tab

This tab captures contributions by employer such as SDF (Skill Development Fund) and MSO (Medisave-Cum-Subsidised Outpatient Scheme).

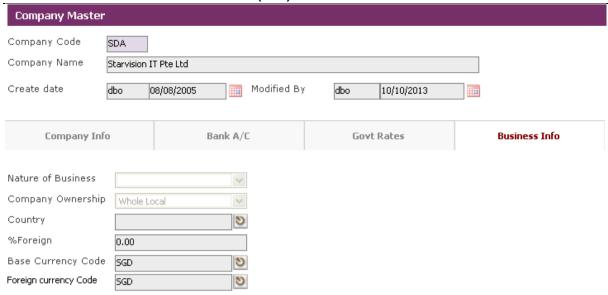


Payroll Master File-Company-Gov Rates Tab

Business Info Tab

The tab captures the details on Company business information.





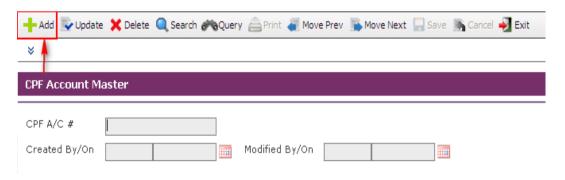
Payroll Master File-Company-Business Info Tab

3.2 CPF Account

This master file stores CPF A/C representing the type of CPF Account employees are covered by.



Click the Add button to add a new record.

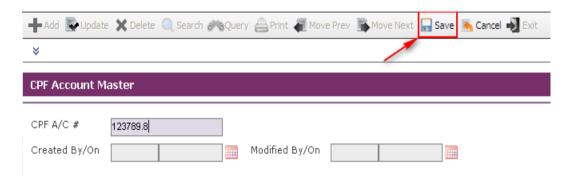


Enter Information such as CPF A/C # field.



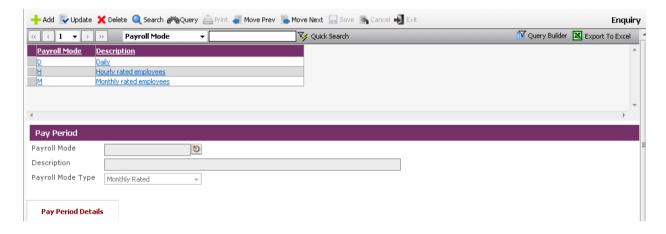


Click the Save button to save the record.



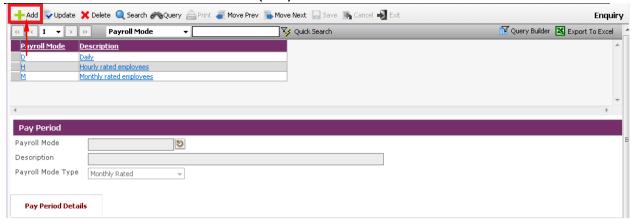
Before the record is saved, the system checks if the required field empty. If this field is empty, system will prompt an error message(shown below). Click on the OK button to close the message box and fill in the indicated field. Then save the record again. If the information entered is correct, the record will be saved into the system.

3.3 Pay Period

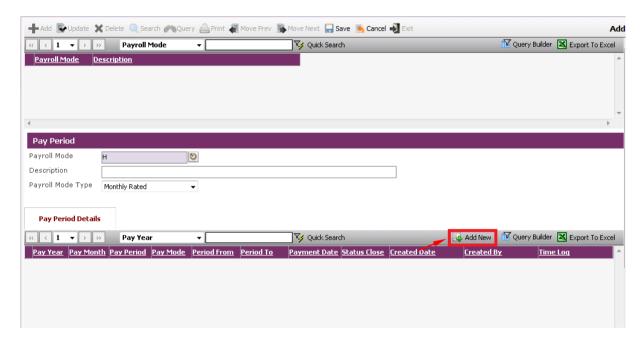


Click the Add button to add a new record.

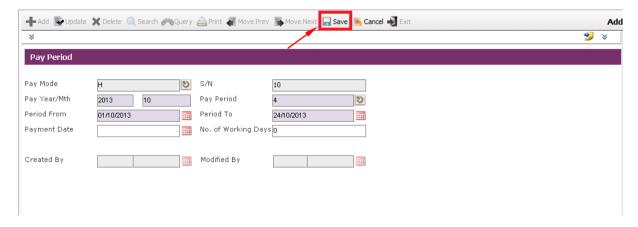




Enter the Payroll mode, Description, and select Payroll mode type from the drop-down box. Click on the Add Button in the Pay Period window.



Enter the Pay mode, Pay Year/Mth, Pay Period, Period From, Period To, Period Date etc. Click on the Save Button.



Click on the **Cancel** button and the **Exit** button to go back to its previous screen. If the information entered is correct, the record will be saved into the system.



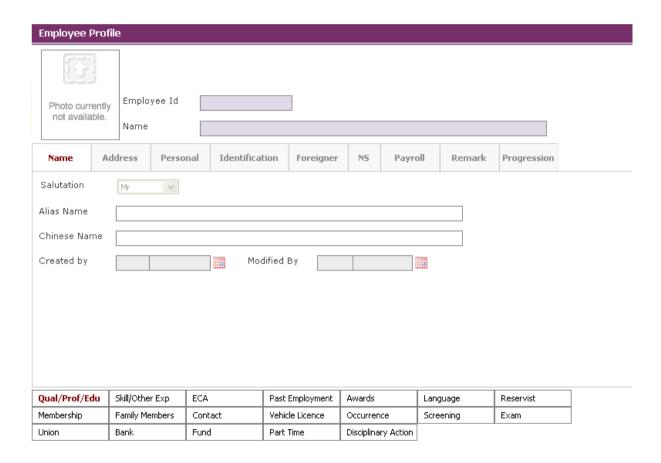
Click the Save button to save the header record.

4. Employee Profile Setup

4.1 Employee Profile

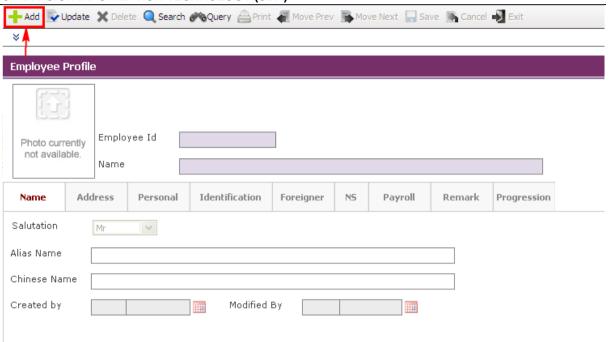
Employee Records maintain employee's current and historical information; records of joining, promotion and resignation.

This module captures and maintains employee's information such as personal particulars, payroll details, next of kin details, bank details, fund details and career progression. It allows creation, amendment or viewing of an employee's record. Each employee is assigned a unique identification number (ID) that will be used in payroll entry.



Click on the Add button to create a new record.





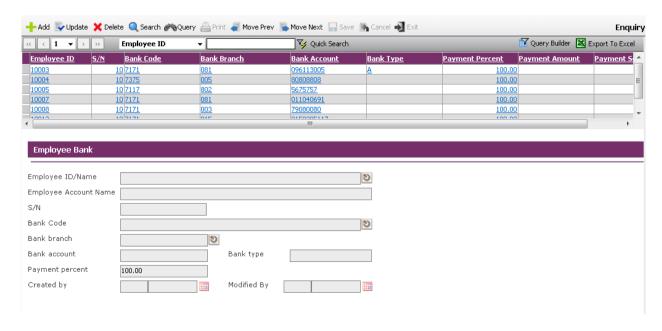
Enter the Employee information under Name, Address, Personal, and identification, Foreigner (if the Employee is non-local), NS, Payroll, Remark.

You need to fill up those fields that are highlighted, as they are the mandatory fields before you can save the whole record. System will prompt for missing information if you leave out any mandatory field when you are saving the Employee record. Click on the **OK button** to close the message box and fills the indicated fields. Then save the record again.

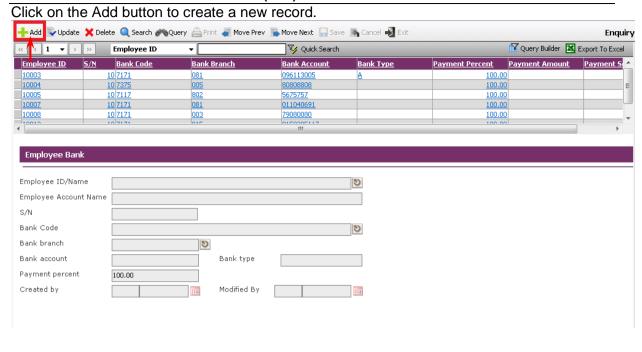
If the information entered is correct, the record will be saved into the system. For more details on this module refer to **User Manual for Employee Profile Management System.**

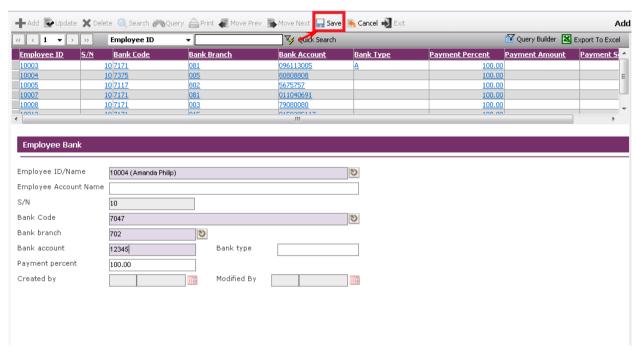
4.2 Bank Account

This module captures the Bank Account details of the employee.









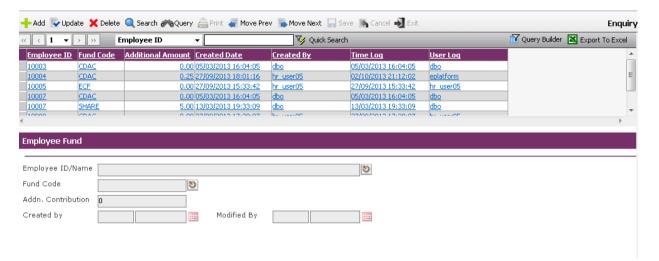
System will prompt for missing information if you leave out any mandatory field when you are saving the Employee record. Click on the OK button to close the message box and fills the indicated fields. Then save the record again. Click the Save button to save the record.

If the information entered is correct, the record will be saved into the system.

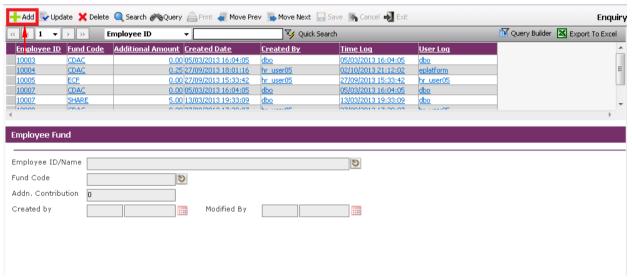


4.3 Funds

Captures the Fund contributions applicable to employee.

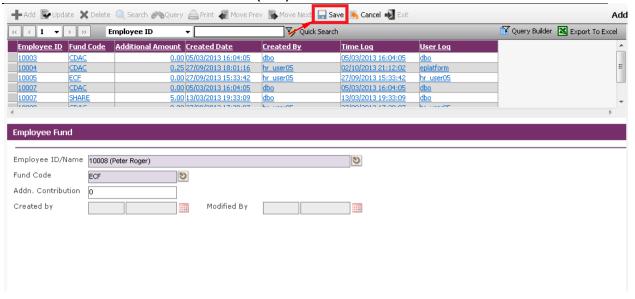


Click on the Add button to create a new record.



Select the the Employee ID, Fund Code etc.





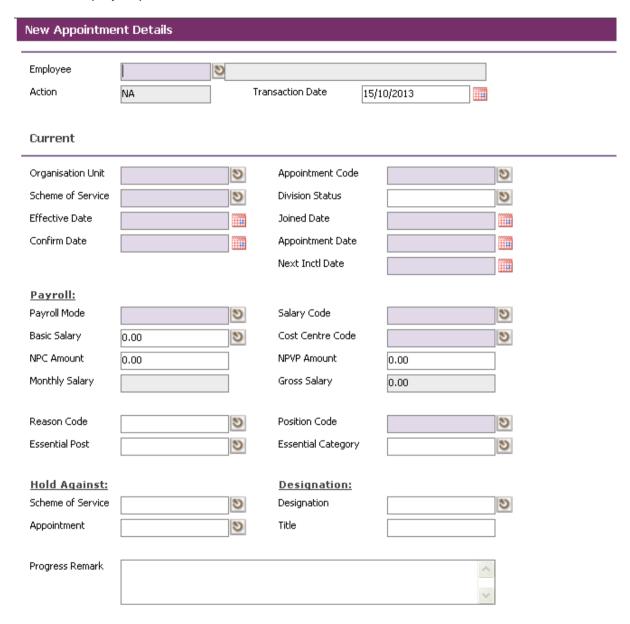
System will prompt for missing information if you leave out any mandatory field when you are saving the Employee record. Click on the OK button to close the message box and fills the indicated fields. Then save the record again.

If the information entered is correct, the record will be saved into the system.



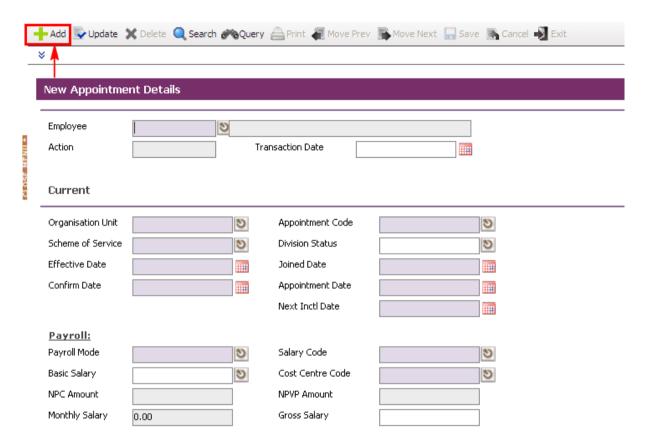
4.4 Employee's New Appointment

After creating a new Employee profile, make sure you create a new appointment record for the new Employee profile.



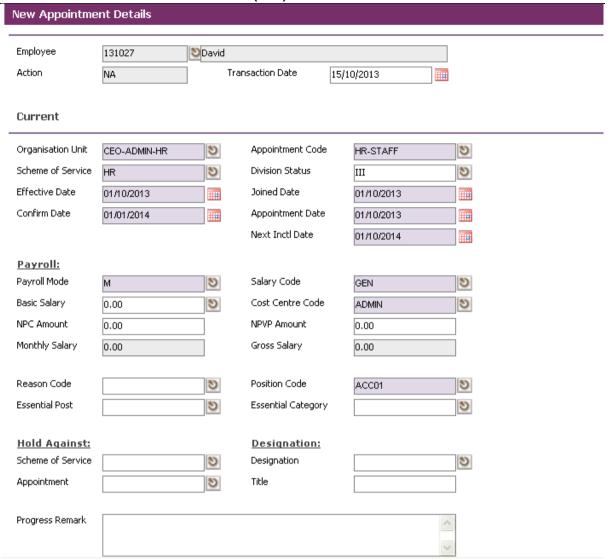
Click on the **Add button** to create a new record.





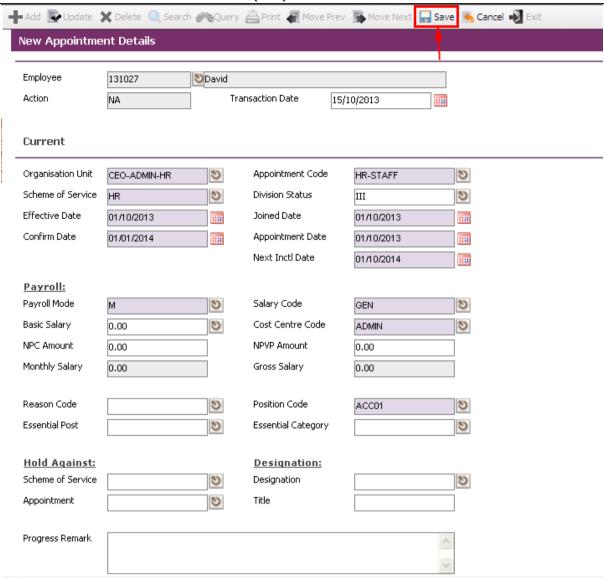
Define all the fields highlighted in purple accordingly. Those fields with pick-list are defined under the **Company Details Setup**. Add or amend the necessary details to suit your Organization needs.





After completion, click on the Save button





5 Run Payroll

5.1 Check Pay Period

Users can only close the period after completing the **payroll calculation** and **payment** processing. This module allows user to close the previous months payroll record and system will be updated to reflect the next pay period. It also accumulates amounts required for the year-end taxation, which are computed during the payroll run.

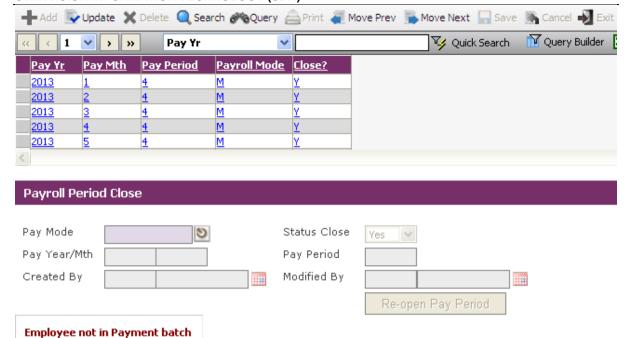
Select the pay period that you want to close.



📝 Query Builder 🛭

V Quick Search

STARVISION INFORMATION TECHNOLOGY (SDA)



v

Payroll Processing-Period Close

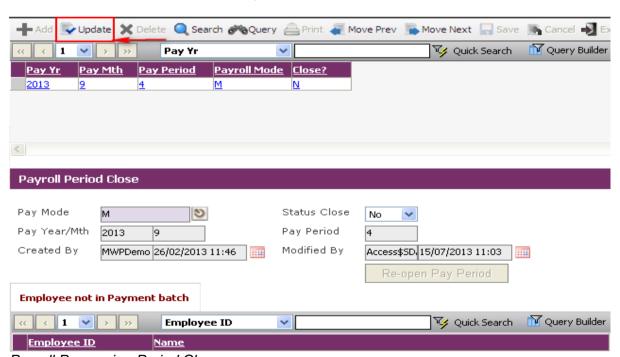
1 ~

Employee ID

Click on Update icon to update the pay period 's status.

<u>Name</u>

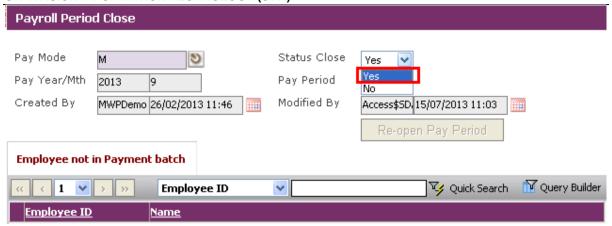
Employee ID



Payroll Processing-Period Close

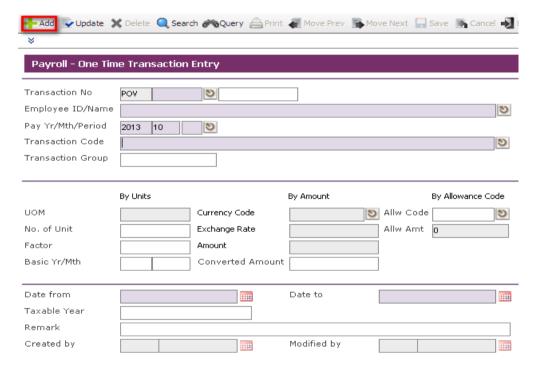
Change the status to 'Yes'. Then, the status for the pay period will be closed after you click on **Save** icon.





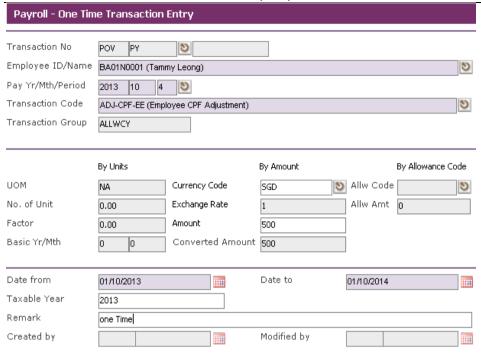
5.2 One Time Transaction Entry

This module provides the entry for one time transaction payroll item for employees. The Pay Yr/Mth field is defaulted to the current pay month. But user is allowed to change it to the pay month the transaction has taken place for payroll calculation.



Go to **Payroll Entry > One Time Transaction Entry**, click on the **Add** icon to create a new payroll entry record.



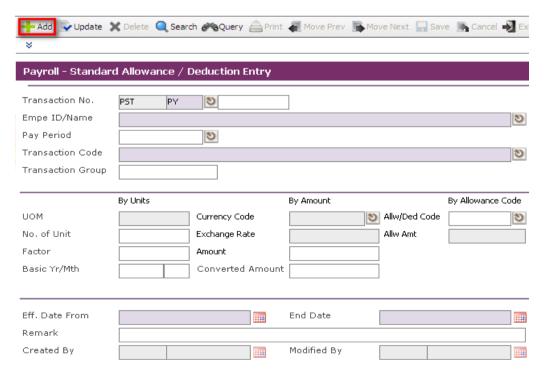


Enter in the One Time Transaction Details and the Date Range to effect this entry.

Save the record and run payroll to see the results.

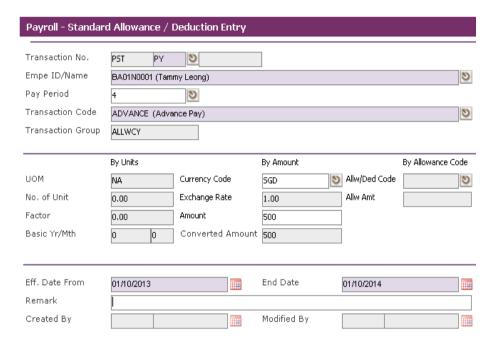
5.3Standard Allowance/ Deduction Entry

This module allows user to set the various types of standard allowances/deductions and pay period applicable to the employees for payroll calculation in every pay year/month within the effective date range defined.





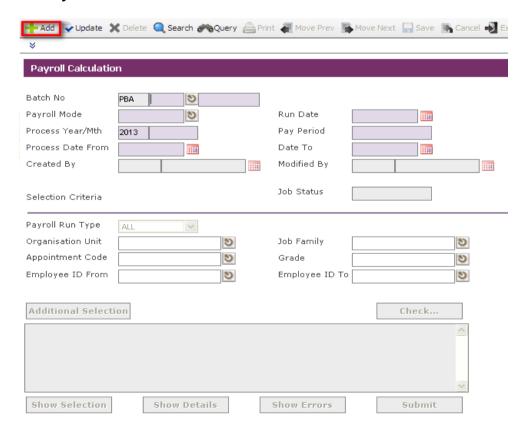
Go to **Payroll Entry > Standard Allowance / Deduction Entry**, and click on the **Add** icon to create a new payroll entry record.



Enter in the Allowance Details and the Date Range to effect this entry.

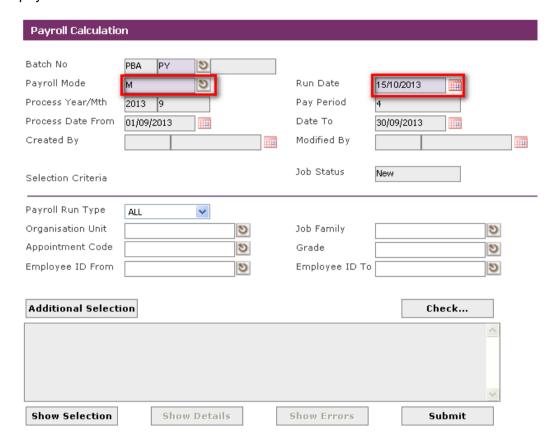
Save the record and run payroll to see the results.

5.4 Payroll calculation





Go to **Payroll Processing > Payroll Calculation**, and click on the **Add** icon to create a new payroll calculation record.

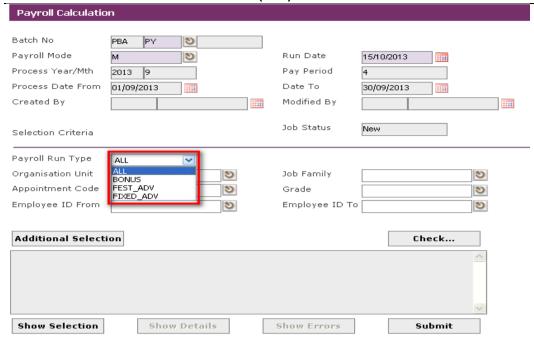


Select the correct **Payroll Mode** and all grey fields will populate automatically. You may wish to change the **Run Date** (default as the current date).

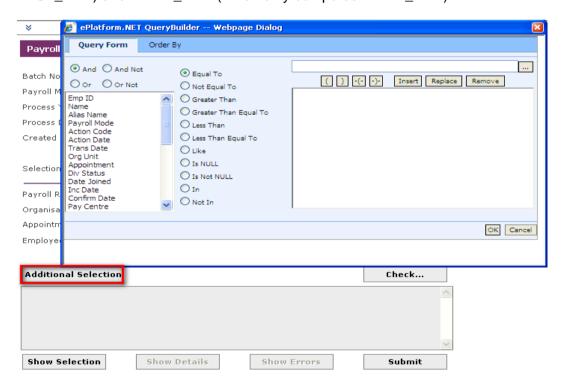
Note: The Process Year/Mth is the last Payment Year/Mth period which is not closed yet.

Check the Process Date From/To to ensure the dates are within the Process Year/Month.



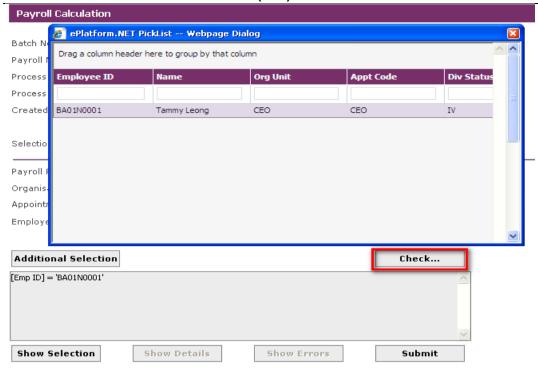


Select the Payroll Run Type as **ALL**. There are 4 options: **ALL** (which computes all transaction, pay, and also covers the computation of BONUS, FEST_ADV and FIXED_ADV), **BONUS** (which only computes BONUS), **FEST_ADV** (which only computes FEST ADV) and **FIXED ADV** (which only computes FIXED ADV).

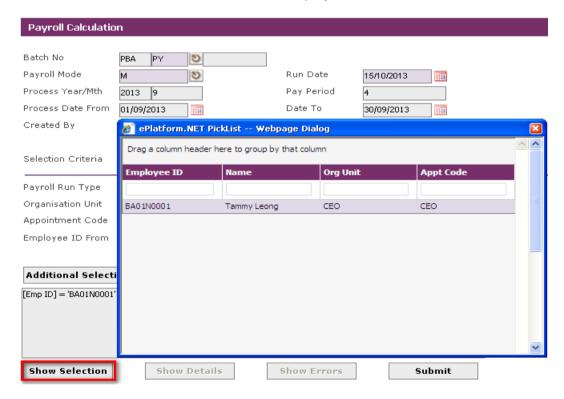


If you only wish to process only for a group of employees, you can make use of Selection Criteria Section consisting of: **Additional Selection** button to display the query builder to filter the employee records and/or with Organization Unit, Job Family, Appointment Code, Grade, Employee ID From/To.



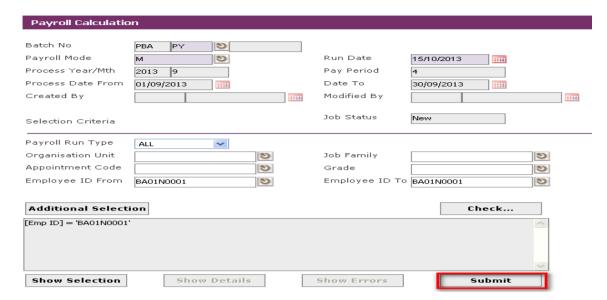


Use Check... button to view the defined employees.



Otherwise, you can just click on the **Show Selection** button to check whether all your employees are selected for payroll processing.

Note: You will not be able to filter employee for processing once the payroll calculation record is created.

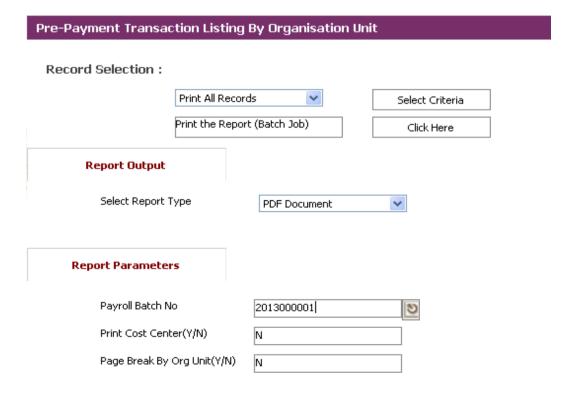


Click on the **Submit** button to proceed with the payroll processing and the record will be sent to the payroll job processing. (Note: The screen will proceed to the main **Payroll Processing** page).

5.5 Check Payroll Calculation

After payroll processing is completed, you need to preview/print pre-payment report to check the details of individual employee payment such as basic pay, CFP amount, fund contributions, allowances, deductions and etc.

There are a numbers of pre-payment reports that you can generate to check the employee payment. One such report is the Pre-Payment Transaction Listing By Organization Unit.



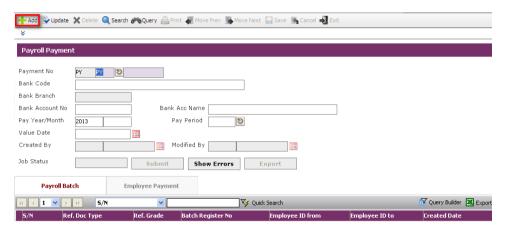


Here, you can select to 'Print All Records' or 'Print Selected Records'. You will need to click on the **Selection Criteria** button to define the query for certain group of employees if the latter option is selected.

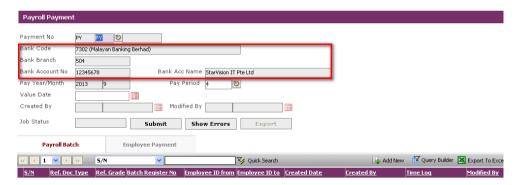
Select the Payroll Batch No and set the **Report Parameters**.

Click on the **Click Here** button to generate the report. The report will be displayed as pdf format where you can choose to save or print the report.

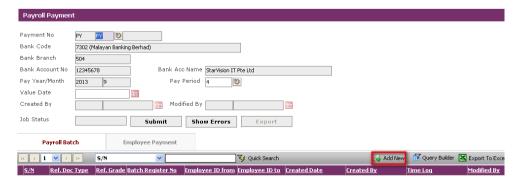
5.6 Make Payment



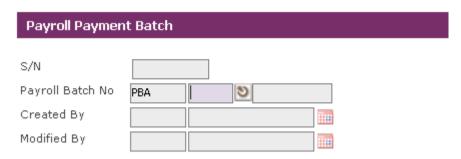
To begin with, Go to **Getting Started> Make Payment**and click on the **Add** icon to create a new record.



Note: The **Payment No**, **BankCode**, etc (grey fields) will be automatically populated with the last payment Pay Year/Month.



Click on the **AddNew** icon under the **Payroll Batch** tab to add a new payroll payment batch.

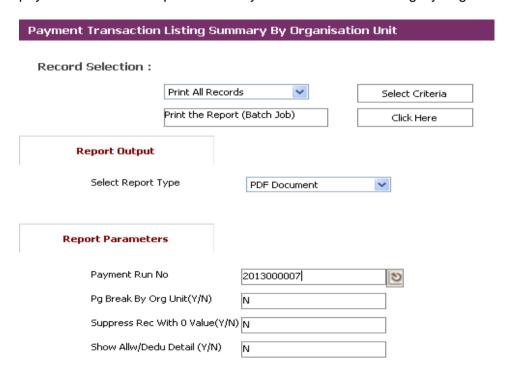


After adding and saving the payroll payment batch, click on the Cancel icon to return to previous screen. Next, click on **Submit** button and the record will be sent to the payment job processing. (Note: after that, the screen will display the main **Payroll Payment** page).

5.7 Check Payment Information

After the payroll payment is completed, you need to preview/print payment report to check the details of individual employee payment such as basic pay, CFP amount, fund contributions, allowances, deductions, payslipsetc.

There are a numbers of payment reports that you can generate to check the employee payment. One such report is the Payment Transaction Listing By Organization Unit.



Here, you can select to 'Print All Records' or 'Print Selected Records'. You will need to click on the **Selection Criteria** button to define the query for certain group of employees if the latter option is selected.

Select the Payment Run No and set the **Report Parameters**. Click on the **Click Here** button to generate the report. The report will be displayed as pdf format where you can choose to save or print the report.



5.8 Export GIRO

Go to Run Payroll >Export GIRO and click on the Add New Button.

The Fields Bank Code, Bank Branch, Bank Account No are auto filled in from the settings done for these fields in the **Company** Master.

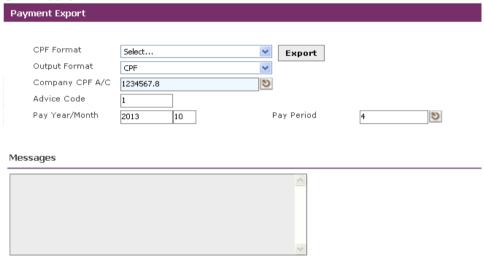
Click on Payroll Batch tab and click on the Add New Button

Choose the Payroll Batch No. and click on the Save button. Click on Cancel Button and then click on Exit Button to exit and return to main screen.

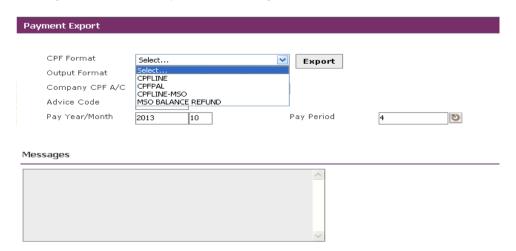
Click Export to generate GIRO

5.9 CPF Export

This option allows you to export a defined CPF PAL/CPFLine formats and upload them to CPF Board.



To begin with, Go to Payroll Processing > CPF Export.



Select the correct bank format and output format. The 2 available formats are CPFLine, CPFPAL and MSO Balance Refund.



Key in the Pay Year/Month (Enter the Year in "yyyy" in the first textbox and 'mm' in the second textbox). Select on the Pay Period.

Click to define the export file name and directory that you wish to save it to.

Click on the **Save** button.

Click on the **Export** button and select the export format correctly.

If you registered with CPF board on the e-submission, select CPFPAL format. Otherwise, if you subscribe to Crimson Logic services, select CPFLine format. Otherwise, if you subscribe to government once a year, select MSO Balance Refund format.

Click Export button. A Save file dialogue box will appear. The Messages text box will also display the export status. At the same time, you can check the summary on the export screen to tally with you payment reports.