

Business Process Guide Time & Labor – Approver Self-Service Approve Punch Time (For Dept ID 40111 - Library Only) September 2019

Introduction

This guide provides step-by-step instructions for Approvers to view, modify, and approve their student employee's timesheet transactions in Time & Labor Self-Service (TLSS). The role of Approver of reported time is central to the Time Labor Self-Service process, and the department's budget. All entries should be reviewed closely before approving.

- All hours worked must be recorded in the system and **submitted** for approval by the end of the month in which a student is reporting his/her time.
- Students are encouraged to enter their time worked daily, and to discuss the expectations for doing so with their Approver and/or Department Coordinator.
- Approvers are encouraged to approve time weekly.
- Must enter AM or PM (12-hour clock) for "In" and "Out" time.
- Student employees should not record any time before it is worked.
- Time for prior payroll cycles (or late reported time) cannot be entered via TLSS, so a paper timesheet must be completed and submitted to the Approver and/or Department Coordinator for submission to Payroll Services.
 - o Timesheets should be labeled as "Late Timesheet"
 - The department is responsible for maintaining the original timesheet with "wet signatures" for audit purposes.

Please refer to the University Payroll Calendar for campus deadlines. The calendar is located at: <u>https://sdsuedu.sharepoint.com/sites/BFA/HR/payroll/Pages/Stud-Pay-Schedule.aspx</u>. **Your department may enforce earlier deadlines, depending on your processing schedule.**

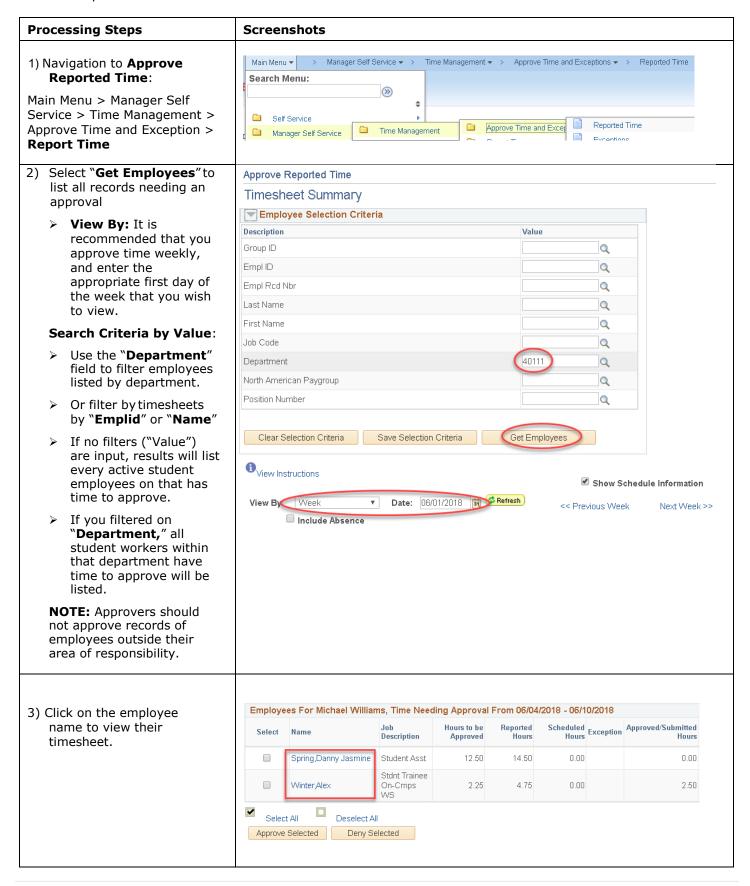
PeopleSoft Processing Steps

☐ Login and Navigation to Timesheet

Steps	Screenshots
 Navigate to the Center for Human Resources website at http://hr.sdsu.edu/ Click on <u>Current Employees</u>, SDSU Intranet and login with your student SDSUid and password. Click on PeopleSoft under the Home menu on the left. Bookmarks the site for future use. 	Office 365 BROWSE PAGE SAN DIEGO STATE UNIVERSITY Home HR Documents PeopleSoft
 4) Login to PeopleSoft: Enter your SDSUid (e.g. jsmith@sdsu.edu) and password. 5) If you have not claimed your SDSUid, visit SDSUid.sdsu.edufor information and instructions. Be sure to visit the FAQ page to answer commonly asked questions about SDSUid. 6) Please use Chrome or Firefox browsers. 	PeopleSoft Sign-In SDSUid (e.g. jsmith@sdsu.edu) Password Enable Accessibility Mode Sign In If you haven't claimed your SDSUid, visit SDSUid, sdsu.edu for information and instructions. Be sure to visit the FAQ page to answer commonly asked questions about SDSUid. Please use Chrome or Firefox browsers.

A) Verify hours worked on Timesheet

Navigation: Main Menu > Manager Self Service > Time Management > Approve Time and Exceptions > Reported Time



The Timesheet displays the following details (for the employee selected) in the header:

- Name
- Employee ID
- Job Title
- Employee Record Number

Make sure that you are in the correct timesheet for the employee. Many students have multiple appointments across campus. The **Employee Record Number** will determine the correct timesheet.

The timesheet for the employee displays for the time period selected. This timeframe can be updated by making changes to the following fields. Be sure to select the **Refresh** button (with the green arrows) after making changes:

- View By: Enter values to match the time frame needed
- 5) **Date:** Enter the start date of the week/month can be changed by entering a new date and clicking the "Refresh" button.
- 4) Verify that your employee's hours on the timesheet are accurate and fall within the parameters of the job. It is important to check hours by day and Total Reported Hours by week.

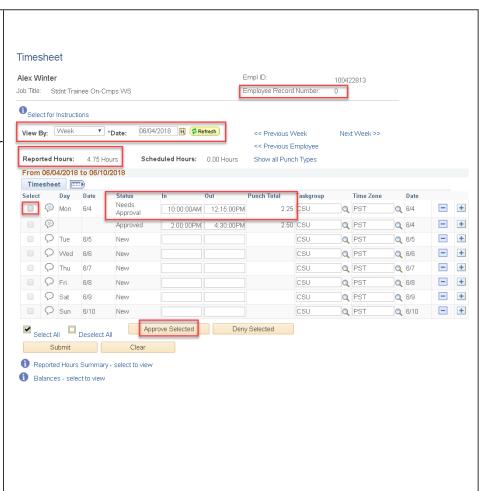
Hours for Student Assistants or ISAs should not exceed:

 20 hours per week (While school is in session)

Are corrections needed?

If yes: Go to Section B) Review and Correct Reported Time before proceeding to Section D.

If no corrections are needed, proceed to **Section C**Approve Reported Time.

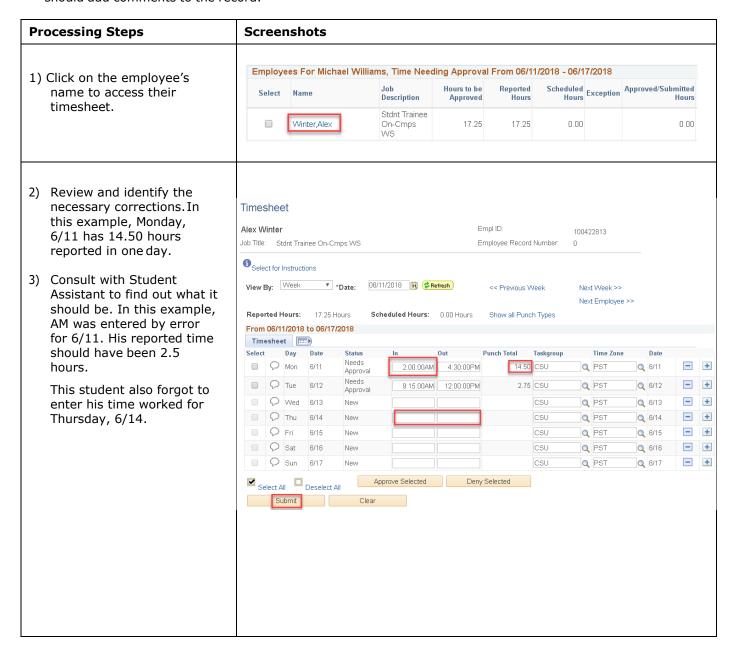


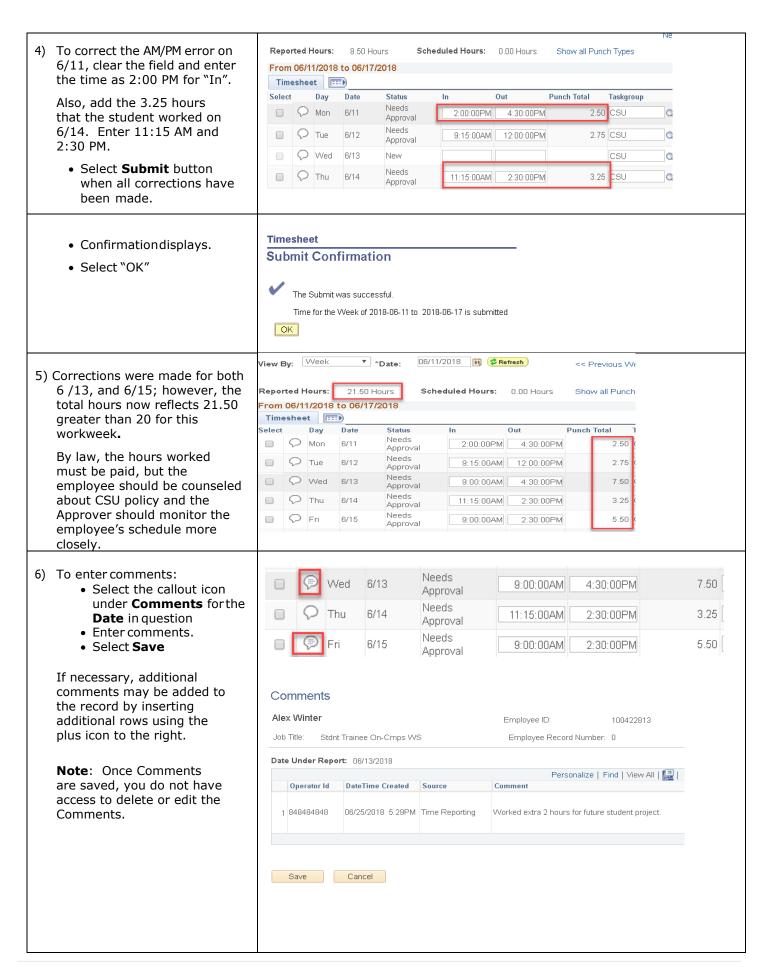
B) Review and Correct Timesheet (<u>Before Approvals</u>)

Navigation: Main Menu > Manager Self Service > Time Management > Approve Time and Exceptions > Reported Time

During the current pay period, Student Assistant or Approver can correct times/hours on the timesheet. If errors are discovered after the 5th of the month approver's deadline, the Approver should contact Payroll Services as soon as possible so that an adjustment can be made, and the student will receive an adjusted pay warrant.

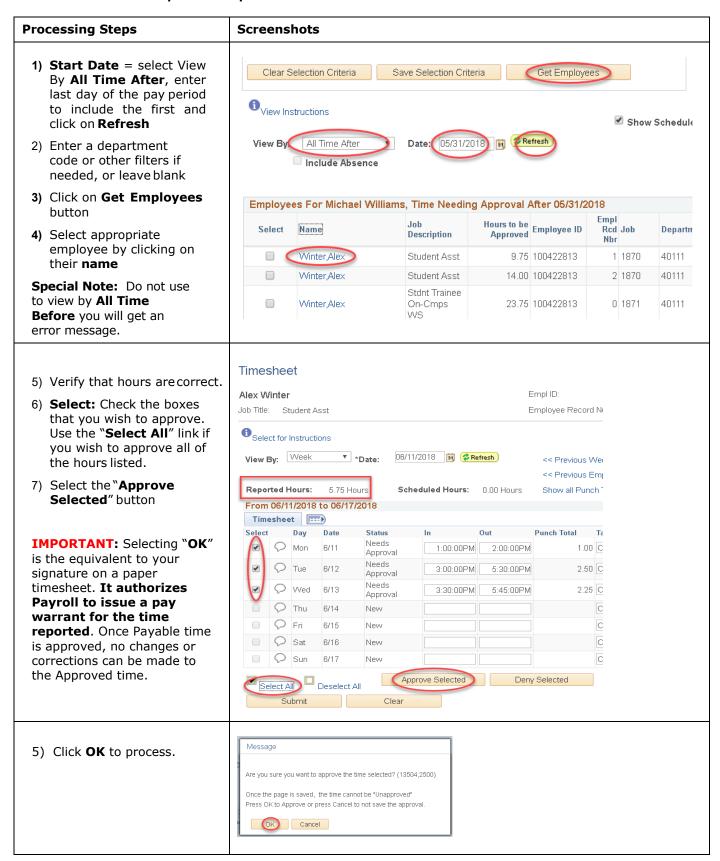
Before making any corrections within TLSS, Approvers are encouraged to consult with their employee, and ask the student to make changes, if possible. If the student cannot make the changes, the Approver or Coordinator may do so on the employee's behalf. When an Approver changes time reported, they should add comments to the record.





C) Approve Reported Time

Navigation: Main Menu > Manager Self Service > Time Management > Approve Time and Exceptions > Reported Time

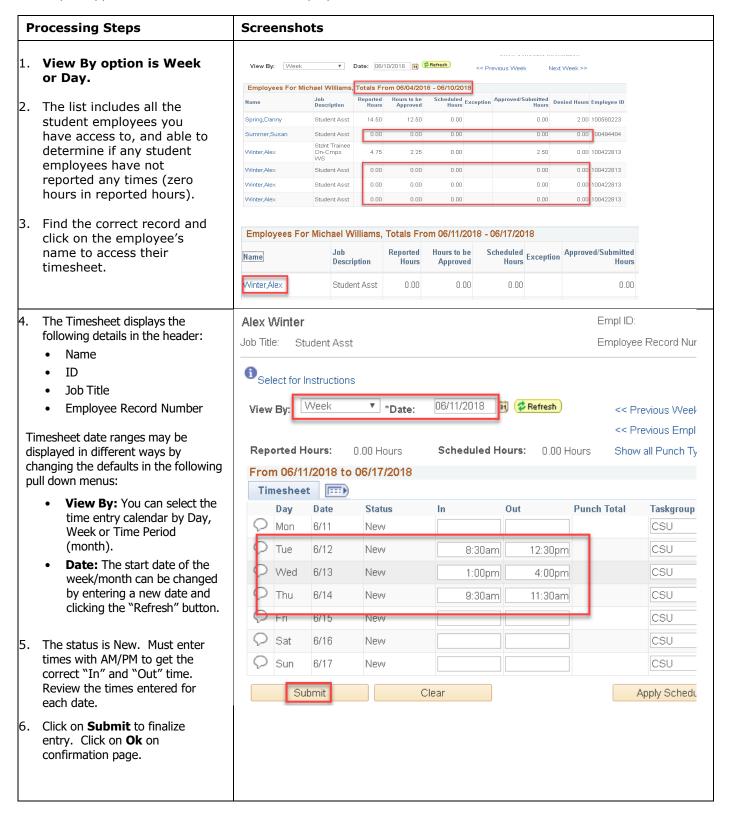


D) To Enter Hours on the Student's Behalf and Approved (After the 1st of the month, students lose access to the timesheet for the prior month)

Navigation: Main Menu > Manager Self Service > Time Management > ReportTime > Timesheet

Due to unforeseeable circumstances, student assistants are unable to report their hours in a timely matter. Approver has access to enter their hours and approved at the same instance.

On the **Timesheet** page, you will click on "**Get Employees**" to see a list of names, follow the processing steps. Approver must select the correct employee record and enter times.

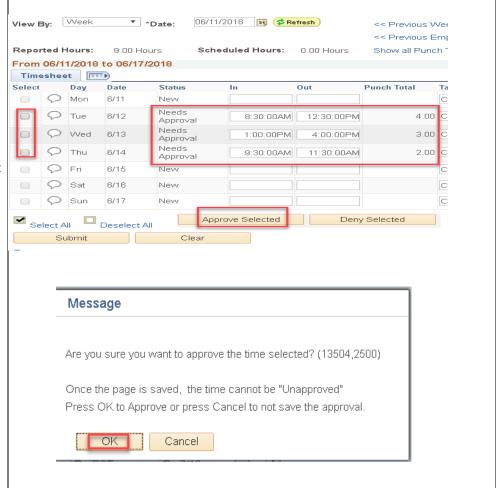


- Verify that hours are correct.
- Select: Check the boxes that you wish to approve. Use the "Select All" link if you wish to approve all of the hours listed.
- 9. Select the "Approve Selected" button

IMPORTANT MESSAGE:

Selecting "OK" is the equivalent to your signature on a paper timesheet. It authorizes Payroll to issue a pay warrant for the time reported. Once Payable time is approved, no changes or corrections can be made to the Approved time.

- 10. To enter comments:
 - a. Select the callout icon under **Comments** for the **Date** in question
 - b. Enter comments.
 - c. Select Save



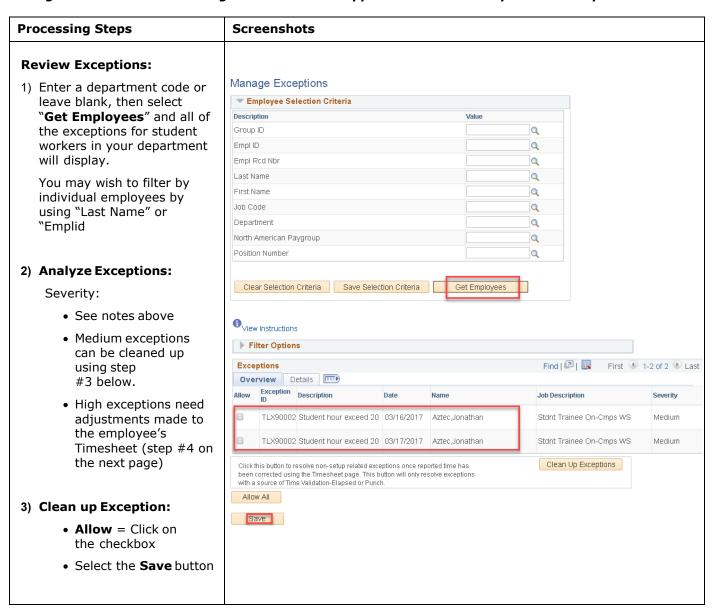
E) Review and Correct Exceptions

Exceptions are posted once reported time is "Submitted", and the **Time Administration** process is run. **Time Administration** is scheduled to run every day at night.

All exceptions need to be reviewed on the Timesheet and corrected if possible prior to Payroll Services approving "Payable Time" to be transmit to State Controller's Office. There are different levels of exception **Severity**:

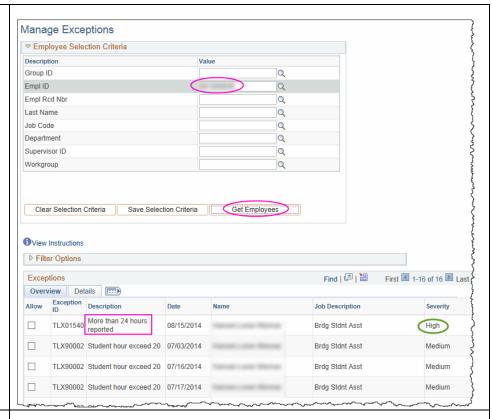
- 4) **High**: Exception MUST be corrected. Time for this date will not be processed while in a "High" exception status. Corrections are made on the Timesheet.
- 5) **Medium**: Hours can be "Allowed", if it cannot be fixed. The most common exceptions include:
- 6) **Student hours exceed 20** (Medium) ok if student is working while classes are not in session (i.e. winter or break)
- 7) **More than 24 hours reported (in one day)** (High) Usually a keying error when the employee meant to enter time with a decimal point.

Navigation: Main Menu> Manager Self Service > Approve Time and Exceptions > Exceptions



The next step will demonstrate how to make corrections in an employee's timesheet.

4) The exception for this student displays as, "More than 24 hours reported."
This is a High exception and cannot be fixed on the Manage Exceptions page.

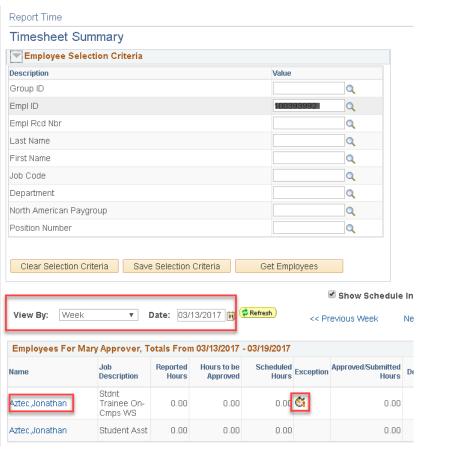


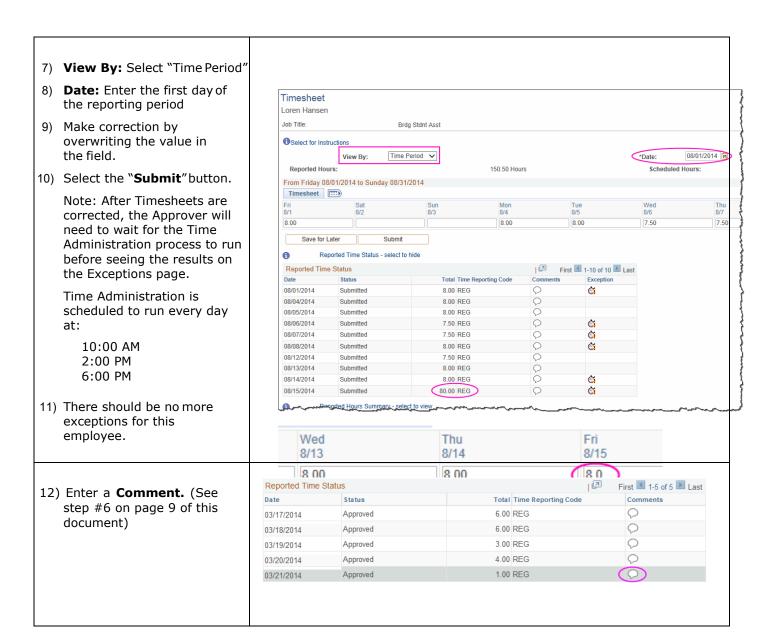
Correct Exceptions

5) Navigate to the employee's timesheet:

Main Menu > Manager Self Service > Time Management > Report Time > Timesheet

- Enter the employee's Emplid or Last Name
- View By = "Week"
- Date = First calendarday
- Click on "Get Employees" button
- 6) Select the employee's name





F) How to run T&L Student Reported Hours Report

The Time and Labor module only allows you to view a student assistant at a time. In order to view all student's time, a Time and Labor report was created to show reported times during a specific pay period for a department ID or payable hours report. If you have more than 2-3 student assistants, you will want to run this report periodically to audit your student's time.

This report will include all active student workers who reported or have not reported their hours. To assist approvers to follow-up with student workers who may forgot to report their hours and check who have reported their hours.

The enhancement to the existing report, the result has four files. They are the Summary (existing report), Reported Time Details, Future Job Transactions and Active Positions Data Reports. These reports are intended to assist approvers in reviewing and approving hours in a timely matter.

SDTL006_XXXXXXXX_1_Summary – the existing report with added data fields of Last Hire Date, Expected End Date, Term Date and Approver Name (reports to on position data). If the Approver Name is blank or incorrect, it will be best practice to submit request to HRIS to update the approver for the student position.

SDTL006_XXXXXXXX_2_Reported_Time_Details – this file is useful for approvers to review and audit before approving the hours on timesheet. It contains the following data fields: Reported Date, Total Hours, Date Entered by Student, Last Person Updated, HR Status (active or inactive), Termination Date, Date Comments Entered and Comments.

Please note:

If students are terminated, you will not have access to approve their hours. It is best practice to approve the hours worked before submitting a Student Employment Authorization (SEA) form to terminate employment.

Inactive Students with *** in the reported date field indicates hours reported past the termination date.

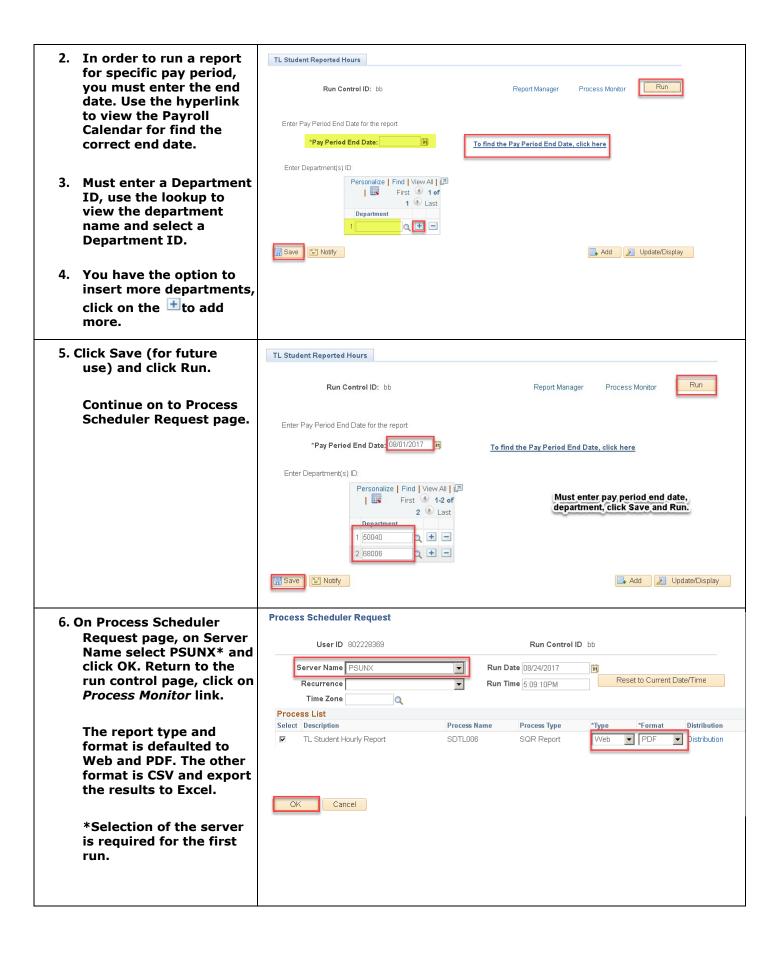
SDTL006_XXXXXXXX_3_Future_Job Transactions – this file has the future job transactions processed by Payroll Services, it will be helpful to know what positions are ready for student assistants to enter their hours. The effective date is future dated from the pay period you entered on the run control page. For example, if you entered 7/30/2019. The file will return all the job transactions processed effective after 7/30/2019. The file will be blank if there's no future job transactions.

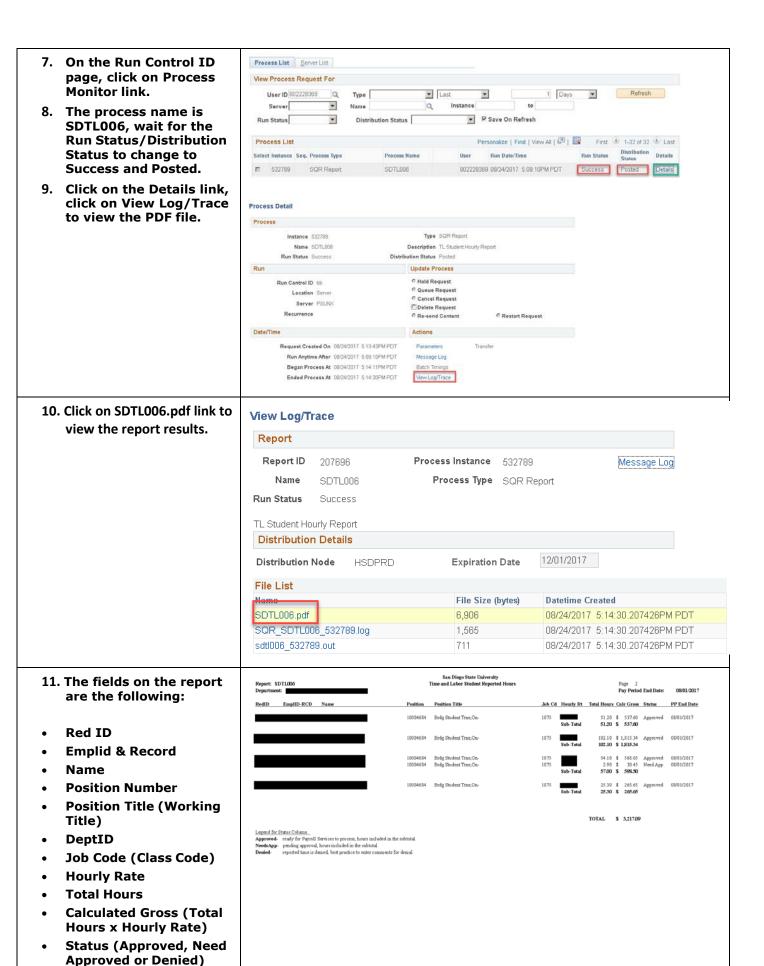
SDTL006_XXXXXXXX_4_Active_Positions_Data – this file has a list of all active student assistants' positions within the department(s) you have access to. Reviewing the position data periodically and keeping the Approver Name current will help with timesheet approval. Use this file to select a valid position number for Student Employment Authorization (SEA) form submission. If any positions are no longer in use, it will be best practice to inactivate them by submitting a PAR form.

The steps to run the report is unchanged, the instruction is on the next page.

Navigation: Main Menu > Workforce Administration > SDSUReports > TL Student Reported Hours

Processing Steps	Screenshots
1. Need Run Control ID, create new or use existing ID	Option A – New user to PeopleSoft report, add a New Value tab TL Student Reported Hours
A. Add a New Value tab: if you have never created a run control before, a run Control ID must be created before you can run the report. Click on the Add a New Value tab. Enter your initials and click on	Eind an Existing Value Run Control ID: bb Add
B. Find an Existing Value tab: if you already have created a Run Control ID, click on Search, if there is more than one run control, search results will update below. Click on the appropriate run control id, the report page will display.	Option B — Find an Existing Value tab TL Student Reported Hours Enter any information you have and click Search. Leave fields blank for a list of all values. Find an Existing Value Add a New Value Search Criteria Search by: Run Control ID begins with bb Case Sensitive Search Advanced Search



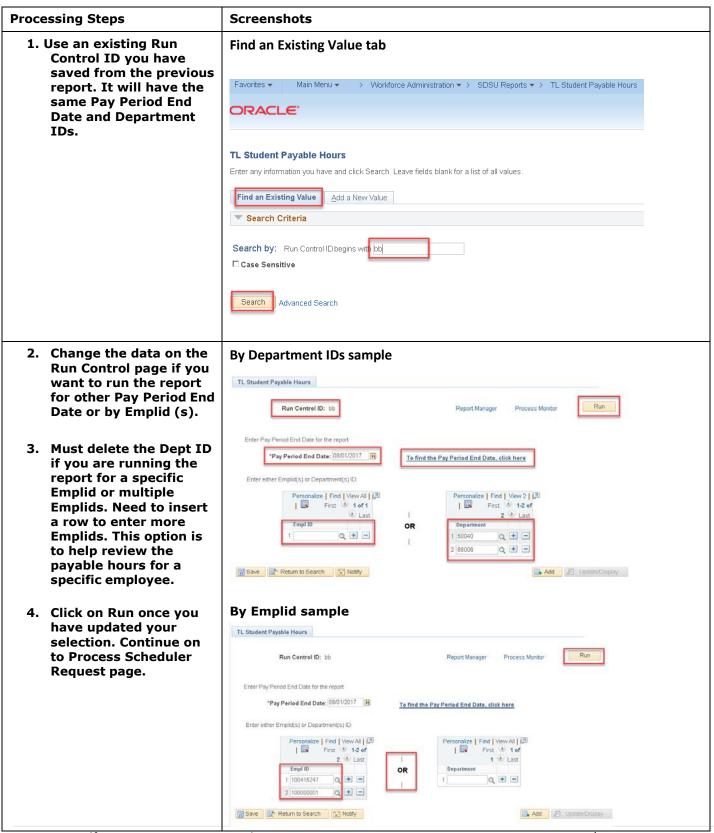


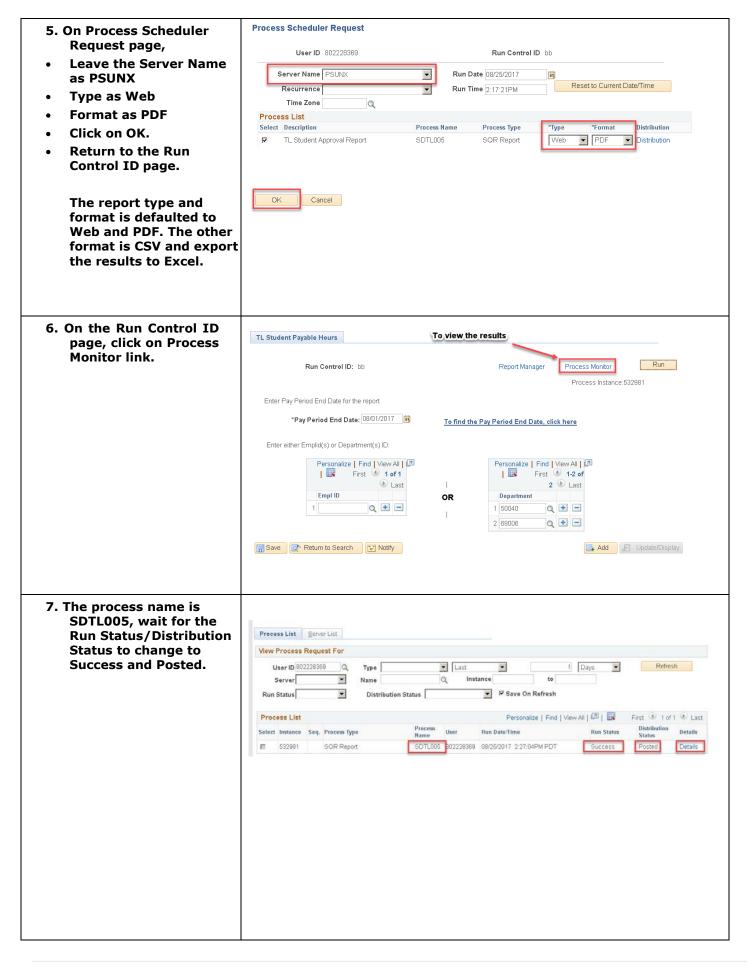
Pay Period End Date

G) How to run T&L Student Payable Hours Report

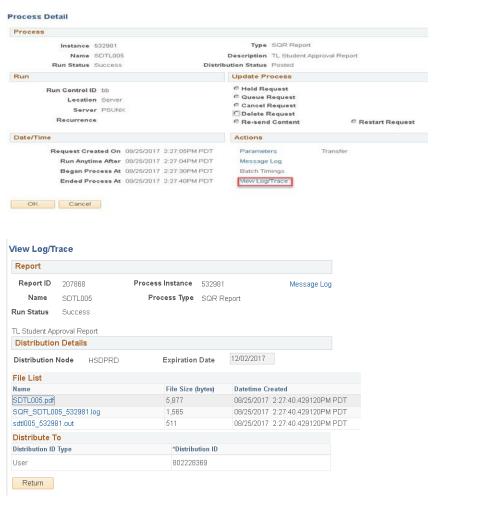
This report will include student workers who have reported hours and approved, transmitted to the State Controller's for payment.

Navigation: Main Menu > Workforce Administration > SDSUReports > TL Student Payable Hours

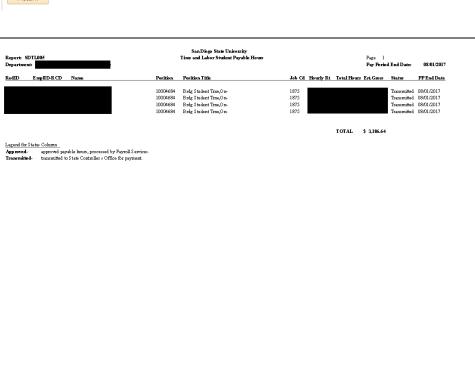




- 8. Click on the Details link, click on View Log/Trace to view the PDF file.
- 9. Click on SDTL005.pdf link to view the report results.



- 10. The fields on the report are the following:
- Red ID
- Emplid & Record
- Name
- Position Number
- Position Title (Working Title)
- DeptID
- Job Code (Class Code)
- Hourly Rate
- Total Hours
- Estimated Gross (Total Hours x Hourly Rate)
- Status (Approved or Transmitted)
- Pay Period End Date



Business Process Guides and training video are available on Time and Labor SharePoint site: https://sdsuedu.sharepoint.com/sites/BFA/HR/payroll/Pages/Time-and-Labor.aspx

Student Pay Day Schedule: https://sdsuedu.sharepoint.com/sites/BFA/HR/payroll/Pages/Stud-Pay-Schedule.aspx

If you have any questions or concerns regarding Time and Labor, please call Payroll Services. Here is the Link to find your Payroll Technician: https://sdsuedu.sharepoint.com/sites/BFA/HR/payroll/Pages/Payroll-Technician.aspx