Kronos Exercise Guides

Payroll

ATTEMPT THESE EXERCISES ON YOUR OWN, USE THE SOLUTIONS AS A WAY TO CHECK YOUR PROGRESSION



Payroll Exercises

Agenda

- > Finding your team
- **Timecards**
- ▶ Payroll
- ➤ Scheduling

Introduction

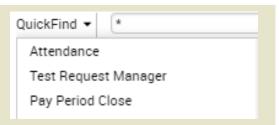
THIS GUIDE WILL WALK YOU THROUGH SPECIFIC EXAMPLES OF THE MATERIAL IN THE INSTRUCTOR LED TRAININGS. IN ORDER TO GET THE BEST OF OUT OF THIS GUIDE SELECT AN EMPLOYEE TO WORK WITH AND USE THEM THROUGHOUT.



This exercise describes the steps to create a hyperfind on location to prepare for pay period close.

Procedure

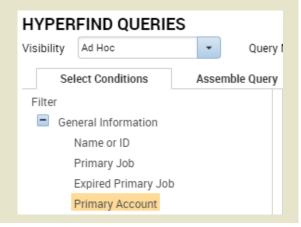
From the manage my department view, select the pay period close genie.



Select the Hyperfind drop down on the top right that says "All Home", and click **New.**



In the hyperfind view select Primary
Account from the list of drop
downs.



Here we will select **Location** from the list of labor levels. You will also select include to make sure you only view the location you want.

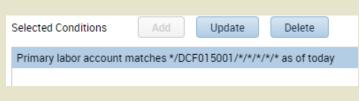




Use the search bar and the wild card character to find the location you want to view, here I used "Bridge*" to find Bridgeport administration, use the top arrow to select.

Wild Card Selection	
Available Items	Selected Items
Bridge* Search	
DCF015001,Bridgeport Administration	
DCF015002,Bridgeport Area Clinical Team	
DCF015003,Bridgeport Services	
DCF015004,Bridgeport FASU	
DCF015005,Bridgeport Investigations ▼ <<	

After selecting your search click 'Add', if you want to add more conditions repeat the above steps and click Update.



Set the visibility to Public and enter a Query name, click Save.



You have successfully completed the steps to create a hyperfind.



This exercise describes the steps to resolve late punch exceptions and new shift overrides for an employee working back to back regular shifts.

Procedure

Navigate to the employee timecard and input the following punches, 7:00am-3:00pm and 3:01pm – 11:00pm on a single day. Click **Save.**

Mon 6/01	7:00AM-3:00PM		7:30AM		3:00PM	3:01		11:00PM
----------	---------------	--	--------	--	--------	------	--	---------

Note the exceptions flagged in red, in order to resolve the late in punch right click and **Mark as Reviewed**. Also right click and add a comment explaining your review.



Now to distinguish the first shift from the second, right click on the 3:01 pm punch, and select edit.

Punch Actions	
Date:	6/01/2020
Time:	3:01PM
Rounded Time:	6/01/2020 3:01PN
Override:	In Punch
Time Zone:	(GMT -05:00) East
Exceptions:	Short Break
Edit Made By:	Nocera, Stephen
V	•
Mark As Edit Reviewed	Comments



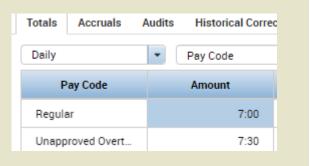
On the edit punch window select the Override drop down, and select **New Shift.**



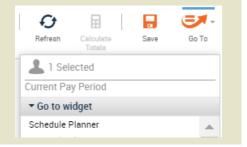
The result will be the following, now we check the daily accruals tab at the bottom to verify they are both paying Reg.



As shown, the second shift is shown as OT, so we need to add it to the schedule for it to pay regular.



Use the Go To to navigate to **Schedule Planner**

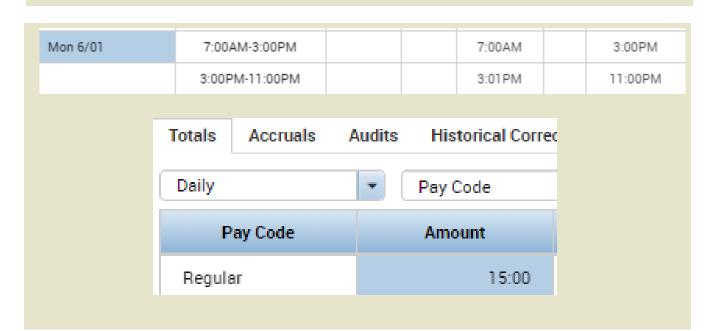




Select the day where the totals did not add up and add the second shift as scheduled time

	Mon 6/01	
7:00AN	- 3:00PM	
3:00PN	-11:00PM	

Now go back to the Timecard and refresh. You will see the results below and they can be validated using the Totals tab at the bottom of the page



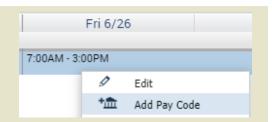
You have successfully completed the steps to resolving exceptions on timesheets.



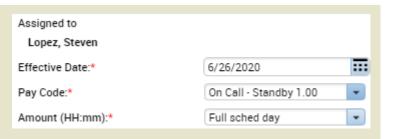
This exercise describes the steps to edit/view existing pay codes in both scheduling and timecard.

Procedure

Right click on a day in Schedule Planner and select **Add Pay Code**.



Select On Call from the Pay
Code drop down and select full
scheduled day. Click **Apply**.



In order to make a change to a pay code in schedules, navigate to the **Schedule Planner** in the Manage my Department window.

Mon 5/25 On Call - Standby 2.00 [7:30]

Right click on the selected pay code and click **Edit.**

Edit Pay Code On Call	- Standby 2.00		
Assigned to Lopez, Steven			
Effective Date:*	5/25/2020		
Pay Code:*	On Call - Standby 2.00		
Amount (HH:mm):*	7:30		
	Override Accrual Days:		
	Override Shift		
	Whole Shift Partial	Shift	
Start Time:*	7:00AM		
Repeat for:	1 days	Transfer Job:	•
		Transfer Labor Level:	•



Make any edits you need to make and select Apply.

On Call - Standby 2.00	7:30	7:00AM

This will be the view in the timecard.

Select the pay code that you want to edit then select the cell and edit the duration, the in punch, and the selected pay code itself

Fri 5/29		Governor Granted Time	3:00	
	7:00AM-3:00PM			

Once you make your changes make sure you save. Pay code entries that are black were entered through the timecard and can be directly entered on the time card

You have successfully completed the steps to edit pay codes.



This exercise describes how to add comments in timecards, cancel meal deductions, and approve unapproved OT.

Procedure

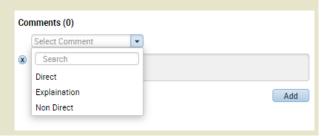
Enter the following punches on an unscheduled day. 3:30pm — 11:00PM. Click **Save.**



In order to add a comment to explain an exception or a change right click on the desired cell and select **Comments.**



Here you will have the option to choose the type of comment and then type in whatever you want to add.



Cells with comments will have a blue bubble appear on the right



In order to cancel any automatic deduction, right click on either the In or Out punch, and select



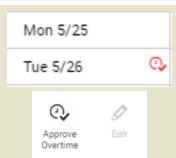
Edit



Scroll through the Cancel Deduction drop down and find the correct deduction, in this case 'Lunch Deduct 30 Min'. Click Save and the meal deduction will be removed from the shift

Punch		
Date:	5/29/2020	
Time (h:mma) *	7:00AM	
Rounded Time:	5/29/2020 7:00AM GMT-04:00	
Override:	In Punch	•
Time Zone:	(GMT -05:00) Eastern Time (USA; Canada)	-
Cancel Deduction:	Lunch Deduct 30 Min, 6 Hrs Work	-

In order to approve OT, right click on the red stopwatch next to the day, and select

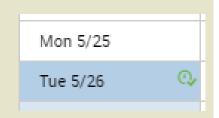




Select whether you want to approve all the overtime or any defined amount. Once you have made all of your selections select 'OK' and the overtime will be approved

Approve Overtin	ne							
Overtime Date * Unapproved Overtime Amount (HH:mm) *	5/26/2020 7:30	Cle	ear					
Amount * All Before Shift All After Shift None Some (HH:mm) Time Window Show Schedule								
		From	Amount					
	Before Shift	12:00AM	0:00					
	After Shift 12:00AM 0:00							
Comments (0) Add Com	nment	Reset	Cancel	ок				

To check that the approval has gone through Save and look at the stopwatch next to the day, it should have turned green



✓

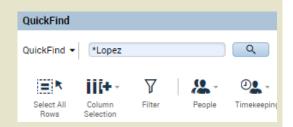
You have successfully completed the steps to performing edits in the timecard.



This exercise describes the steps to add a punch on a group of timecards using genies.

Procedure

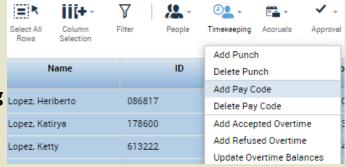
Start using the QuickFind, and narrow down a list of employees or search '*' to return all



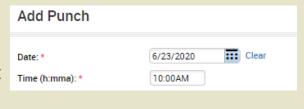
Select the employees you want to modify using CTRL or by

highlighting then click Timekeeping Lopez, Heriberto

Lopez, Katirya



In this scenario the employees punched in late due to a delayed entry, so we would add a punch of 10 AM for the employees who would normally enter at 8 AM. Select **Save.**



V

You have successfully completed the steps to add a punch on a group of timecards



This exercise describes the steps to enter a pay code (LWGOV) for a group of employees using a genie

Procedure

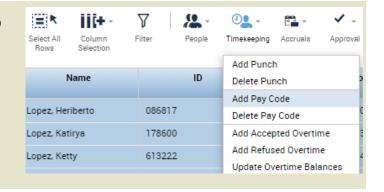
Start using the QuickFind, and narrow down a list of employees



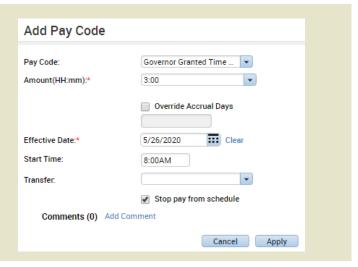
Select the employees you want to modify by using CTRL or highlighting, then click

Timekeeping and select Add Pay

Code



In this case fill in the Governor
Granted Time Off pay code,
set the duration and the start
time and it will be applied to
all the selected employees



✓

You have successfully completed the steps to edit a pay code in a genie.

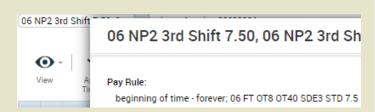


This exercise describes the steps to enter manual shift differential in Kronos.

Note: This is a temporary manual activity and will be replaced by an automated interface in August. Until then we will be using a crosswalk to validate when shift diff needs to be entered.

Procedure

Go to the employee's timecard and check on the employee's pay rule by right clicking their name.



Go into the Shift Differential by BU document and check whether the pay code that you intend to use has shift differential associated with it.

Select the tab with the correct bargaining unit, scroll down the list and look for the appropriate pay code, in this case Vacation. 06 (NP-2)

Shift	Shift 1.5
SWCS	
SWCVL	
VAC	
VAC03	
VAC2	
VCAFC	



Enter the pay codes for vacation and shift differential on your timecard. Pay codes need to be entered as different rows.

Thu 6/25		Shift Differential	8:00
		Vacation	8:00
	7:00AM-3:00PM		

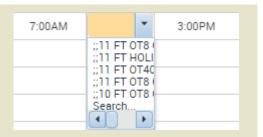
You have successfully completed the steps to enter manual shift differential.



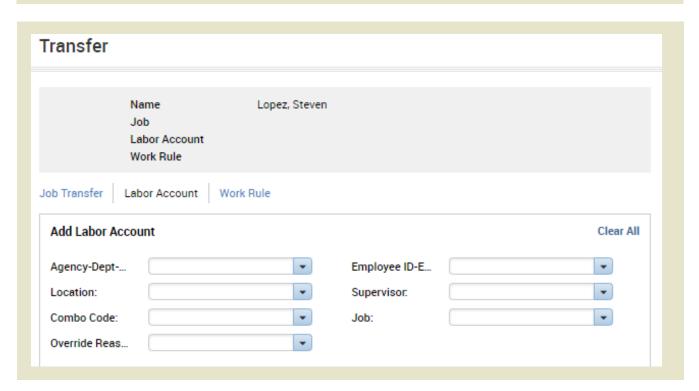
This exercise will show you how to perform a work rule transfer through the timecard.

Procedure

Starting from the employee Timecard, enter the In and Out punches on the day you want to use the work rule transfer.



Select search, there you will be presented with the same methods to perform a transfer as in scheduling. Complete all fields and click **Save.**



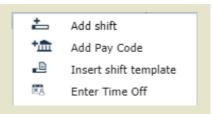
You have successfully completed the steps to insert a transfer.



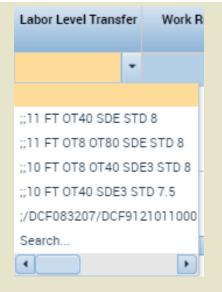
This exercise describes the steps to create a request a labor account transfer for an employee working a secondary job.

Procedure

Starting from the **Schedule Planner** view, right Click on the day where you would like to add a shift and select **Add a Shift** from the drop down



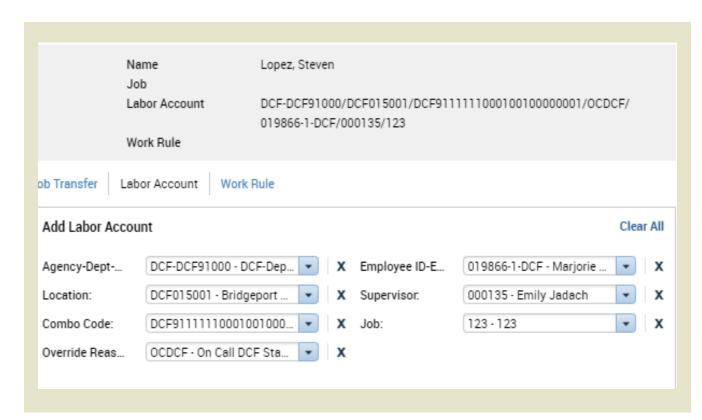
Under the **Labor Level Transfer** column, select the drop down and click search.



Start Date	Туре	Start Time	End Time	End Date	Duration	Job Transfer	Labor Level Transfer
5/14/2020	Regular	3:00pm	5:00pm	5/14/2020	2:00		



Fill in every section that is changing. Since you are working a secondary job, every labor level needs to be filled in with the appropriate values.



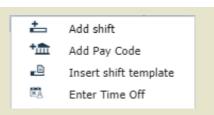
You have successfully completed the steps to perform a labor account transfer..



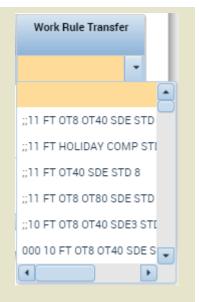
This exercise describes the steps to create a work rule transfer for an employee working mandated overtime.

Procedure

Starting from the Timecard or the **My Schedule** view, right Click on the day where you would like to add a shift and select **Add a Shift** from the drop down



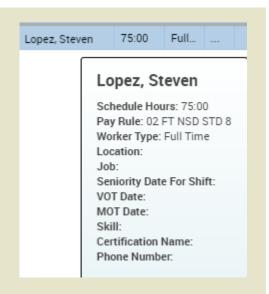
Under the **Work Rule Transfer** column, select the drop down and click **Search.** This will take you to a list of all available work rules.



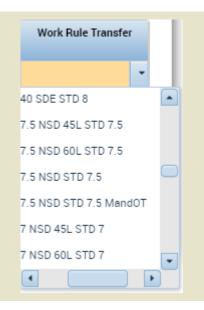
Start Date	Туре	Start Time	End Time	End Date	Duration	Job Transfer	Labor Level Transfe
5/14/2020	Regular	3:00pm	5:00pm	5/14/2020	2:00		



Hover over the employee's name in order to see the employee's pay rule.



Match the employee's BU, scheduled hours, and shift differential eligibility to select the correct Mandated OT rule.



You have successfully completed the steps to insert a work rule transfer.



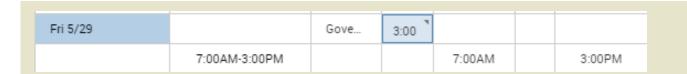
This exercise describes the steps to view the totals in a pay period to validate punch entry and viewing audit trail in timecard.

Procedure

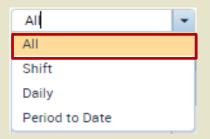
Navigate to the employee timecard and select the button shown on the right.



Once opened you will see multiple tabs, Totals, Accruals, Audits, and Historical Corrections, Totals will be the tab helping us validate the timecard.

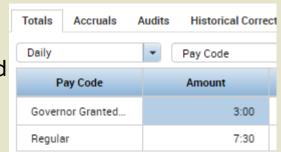


Select the day you want to validate and navigate to the totals tab. The default view will be **All** which shows all entered time for the selected time frame. Switch the view to **Daily.**





Select the day where the totals will display what pay codes are being paid on each day



Through Accruals, you can view the balances of every accrual bucket

Totals Accruals Audits His	torical Corrections
Accrual Code	Accrual Available Balance
SVR - Vacation	0:00
Sick	32:15
Sick Family	0:00
Sick Funeral Family	0:00
Sick Funeral Non Immediate	0:00
Sick Leave Bank	0:00

Click the **Audits** tab to view all Totals the changes recently made by anyone on the timecard.

Audits	▼ All	-
Date	Time	Туре
5/25/2020	7:00AM	Add Pay Code
5/29/2020		Add Pay Code
6/01/2020	3:00PM	Add Punch

Historical Corrections

Audits

Note: The Historical Corrections tab will be covered in a job aid that explains the steps to perform prior period adjustments in both Kronos and Core CT

You have successfully completed the steps to understand the totals section.



This exercise describes the step to validate accruals and perform a reset to keep them in sync.

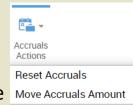
Procedure

Open the Timecards view and look at the Accruals view at the bottom of the screen.

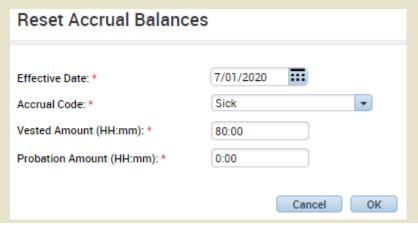


Compare the totals that you see to the output of Accruals in Core CT.

Rather than use a negative pay code, use the reset accrual button. Select the date to make the change, the accrual code, and the vested amount. Here we are Move Accruals Amount going to reset the sick bucket to 80 hours effective July



1st, Click OK.



You have successfully completed the steps to reset accruals.



This exercise describes the steps to run the accrual detail report.

Procedure

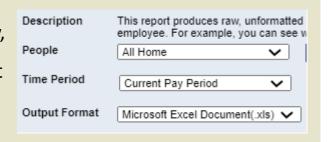
Under the Manage my Department section, select Reports from the Related Items menu.



Select the Accrual Detail report from the dropdown list of reports.



Select the employees you want to view, the time period, and the output format to be Excel. Then select **Run Report**.



After running the report switch to the check report status tab.

View Report Refresh Status Delete Name Search	SELECT REPOR	CHECK REPORT STATUS
Name	View Report	Refresh Status Delete
	Name	Search



Refresh status, when the status is Complete, click on View Report.

Status

Complete

View Report

The report will download and opening it will show you the balance in each accrual bucket.

Accrual Summary

Data Up to Date: Executed on:

6/15/2020 4:54:49 PM

6/15/2020 4:54PM GMT-04:00 Printed for:

002

Time Period:

Current Pay Period

Previously Selected Employee(s) Query:

Starting Date (*Reset)	Starting Balance	Earnings and Credits	Takings and Debits	Ending Balance
Maldonado, Vanessa	481192			
Bone Marrow Donor (Hours)				
Fri 6/5/2020	0.00	0.00	0.00	0.00
Comp Time (Hours)				
Fri 6/5/2020	0.00	0.00	0.00	0.00
Cana Time Forting (Harris)				



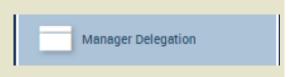
You have successfully completed the steps to run a report.



This exercise describes the steps to perform and administrative delegation.

Procedure

Under the Manage my Department section, select **Manager Delegation** from the Related Items.



→ Manager Delegation

~

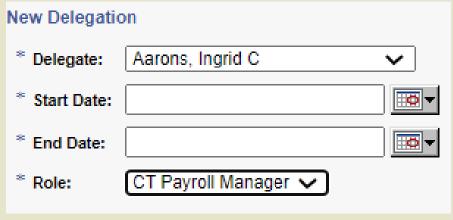
Select Admin Delegation.

delegate their responsibility.

Select the employee who wants to

* Delegator:

Select the role to delegate, the person to delegate to, and the duration. Click Save & Close.



Actions

→ Admin Delegation

02 Manager, 02 Manager

You have successfully completed the steps to run an administrative delegation.



This exercise describes the steps to use the pay period close genie.

Procedure

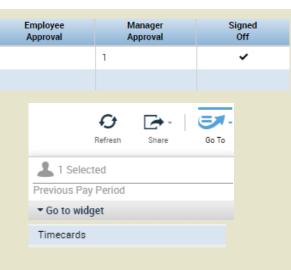
Select **Pay Period Close** from the Genie dropdown



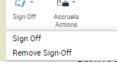
Use a hyperfind to narrow down your view of the employees



Select the employees who have not been signed off and use the **Go To** button to navigate to their timecard



Check the timecard for any remaining exceptions, and accrual validations, after this, complete sign off on the timecard.





You have successfully completed the steps to use Pay Period Close.



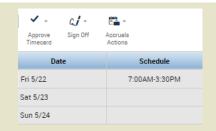
This exercise describes the steps to sign off and remove sign off.

Procedure

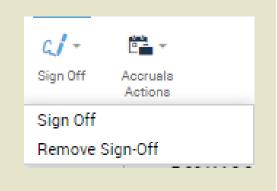
From the employee timecard, select the Sign Offs button



Select Sign Off, note the timestamp and the timecard locks for editing by turning grey.



Selecting the Sign Offs button again will allow you to click Remove Sign Off and once again make the timecard editable.



You have successfully completed the steps to sign off on a timecard.



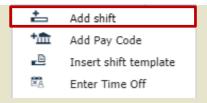
This exercise describes the steps to insert a schedule for an 8 hour employee working an hour of overtime after their shift.

Procedure

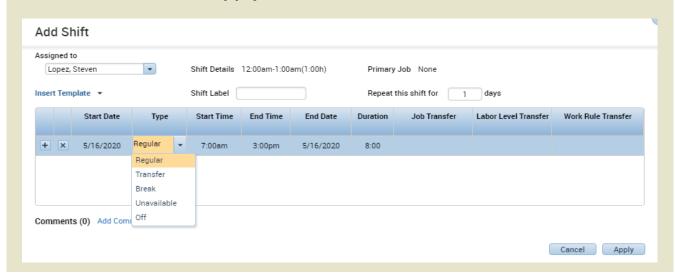
Navigate to the scheduling using the **Go To** section on the employee's Timecard.



Right Click on the day where you would like to add a shift and select **Add a Shift** from the drop down



Input the type of shift which is regular, then the start and end times which would be 3pm – 1130pm in order to account for the half hour lunch. Click **Apply.**





In order to account for the overtime shift, you need to enter the extra hour as unavailable time in the schedule.

	Start Date	Туре	Start Time	End Time	End Date	Duration
+ ×	5/24/2020	Unavailable	11:30pm	12:30am	5/25/2020	1:00

After saving all your entries, this is how the schedule for that day should appear.

Sun 5/24 3:00PM - 11:30PM 11:30PM - 12:30AM (u)

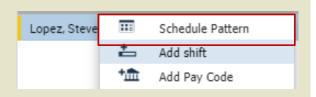
You have successfully completed the steps to insert a schedule.



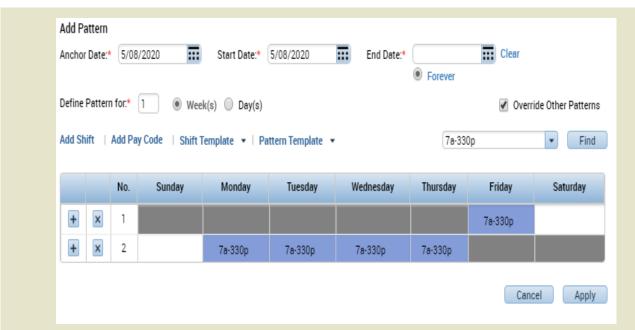
This exercise describes the steps to create a schedule pattern in an employee's schedule.

Procedure

From my scheduling, right click the employee name and select **Schedule Pattern.**



Select the **Anchor Date** which is the beginning of the pay period, **Start Date**, **End Date**, **and check the Forever box**. Now enter a 7am – 3pm schedule M-F



Note: Patterns should start on Fridays to coincide with the beginning of the pay period

You have successfully completed the steps to insert a schedule pattern.