

Kronos System Approver Training

Agenda

- Expectations, Responsibilities, and Best Practices
- Workflow
- Kronos System View
- Comments and Transfers
- Visual Indicators
- Reports: Running and Review

Time Reporting Best Practices

Expectations and Best Practices for All

- Time-Entry Accuracy
- Employees are paid for hours worked
- All time reported by 11:59 PM, Saturday PPE
- Established expectation for hours worked, breaks, overtime, and paid time off
- Timecard reviewed by Supervisor Monday morning after PPE
- Corrections entered by 12:00 PM on Monday after PPE

Time Reporting Best Practices

System Approver Best Practices

- Leverage HyperFind queries for easy retrieval of employee groups
- Set expectations with non-system approving supervisors on confirming hours
- Coordinate for secondary approver when primary approver is unavailable – This can be your Finance Center
- Review timecard Monday AM following the end of a pay period
- Maintain awareness of early payroll deadlines
- Always click the Save button when editing the timecard
 - All data entered will be lost, if Save is not clicked
 - Orange when changes need to be Saved
 - ☐ Grey when no changes to be Saved

Time Reporting Expectations

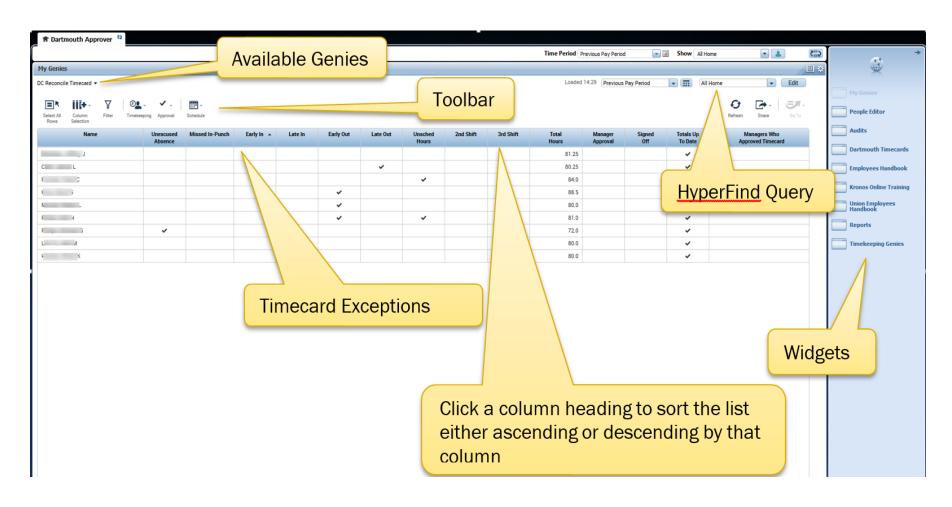
Finance Center

- Works with Approver, Supervisors, and Employees if exceptions are found to work towards resolution
- Schedule, review, and email reports
 to ensure all areas are approved by
 Supervisors, and Approvers and
 contact areas that are not completed
- Submit all paper timesheets to Payroll
- Approve areas of responsibility
- Contact Payroll when ready to export/import hours from Kronos to Oracle HRMS

Payroll

- Receive notification that timecards have been approved
- Sign-off on all timecards
- Perform Historical Corrections in Kronos for previous pay periods
- Run import from Kronos to Oracle HRMS
- Work with Finance Centers to ensure all corrections are entered into both Kronos and HRMS for current Pay Period

DC Reconcile Timecard



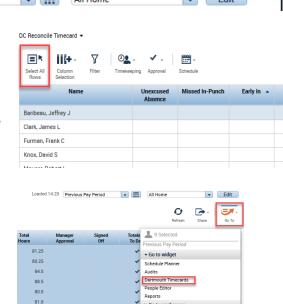
Go to: Timecard



- DC Reconcile Timecard
- Change the Time Period to 'Previous Pay Period',
- Change the 'Show' menu to find your HyperFind query
- Select individual employees or use the "Select All Rows"
- Click "Go To" and the Dartmouth Timecards

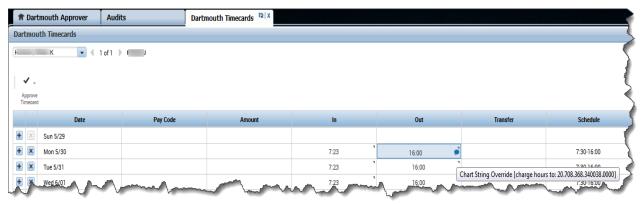
An additional tab will open with the selected Timecards



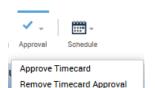


▶ Go to workspace

Dartmouth Timecard



- 1. Review each employee's timecard to ensure completeness and accuracy
 - a. Total hours are accurate for the time period being approved
 - To view "Totals" Click the 'Show or Hide More Content' button located at the bottom center of the timecard
 - b. Ensure 'Hol' Pay Code if there was a holiday in the pay period
 - c. Missing in/out times or time worked (no time reported)
 - d. Time recorded should be correct for hours charged to multiple jobs
 - e. Review all Comments for any action needed
- 2. If corrections need to be made contact the employee and/or supervisor
- 3. If all is correct, select **Approve Timecard**



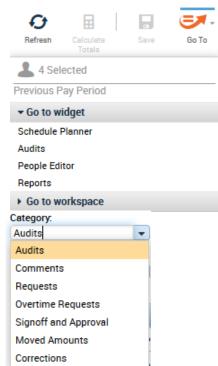
Note: multiple timecards may be approved at once from the 'DC Time Reconcile' Genie

Audits



To view Audits, Comments, and Corrections . . "Go To"

- 1. Go to widget "Audits"
- This will bring you to the Employee Audits widget where you can view:
 - Audit: Timecard edits, in addition to when and by whom
 - Comments: Provides a list of comments
 - Signoff and Approval: Displays whom and when the timecard was Approved and Signed off
 - Moved Amounts: Displays what time was moved and by whom
 - Corrections: Will display any historical corrections made during the Pay Period



Accrual and Personal Time

To access Accruals and Personal Time

Totala Assessala

 Click on the 'Show or Hide More Content' button at the bottom center of the timecard



- 2. Click on the 'Accruals' tab next to the Totals tab
- This will provide a breakdown of used and unused time for the pay period

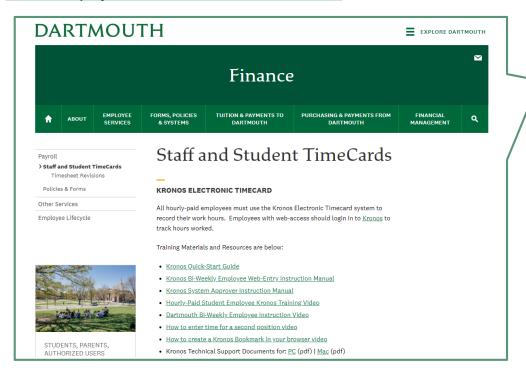
Totals Accruals								
Accrual Code	Accrual Available Balance	Accrual Units	Accrual Reporting Period	Accrual Opening Balance	Accrual Ending Balance			
Personal	44.0	Hour	Fri 7/01 - Fri 6/30	64.0	44.0			
Vacation	44.0	Hour	Fri 7/01 - Fri 6/30	44.0	24.0			
Winter Break	0.0	Hour	Fri 1/01 - Sat 12/31	-16.0	0.0			

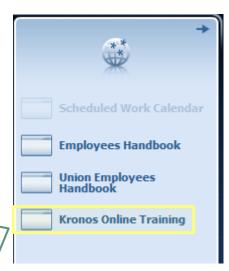
Note: New Hired Employee will not see Personal Time until the Thursday after their first payroll

Training Website

From the widget bar – System approvers and employees can access the Kronos Online Training

 This training is also available at the Finance site within the Employee Services section on the Payroll Staff & Student TimeCard page: https://www.dartmouth.edu/finance/employee-services/payroll/staff_student_timecards/

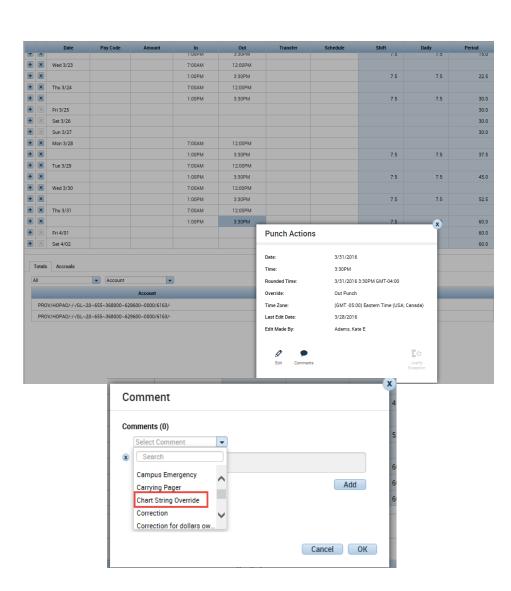




Comments and Transfers

Creating a Comment

- Right-click in the cell of the shift
- Choose the correct comment (contact approver if you have questions)
- Enter the appropriate free text into the 'Note' section, as instructed by your Supervisor, Approver or Finance Center
- After entering the free text (this is an example of an account chart string override), click
- Be sure to always click the Save Button



Comments and Transfers

Creating a Transfer

Process a Chart string override:

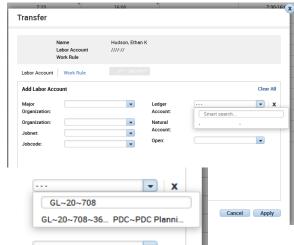
 Click on the drop-down arrow within the Transfer column for the exact date and time (shift) for which you need to change a chart string



Ledger Account

Natural

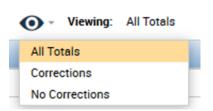
- Click on Search and the 'Transfer' box will open
- Click on the dropdown list for 'Ledger Account'
- Start typing the chart string into the Smart Search... box
 - use a wildcard character (asterisk *) to search a section of the chart string
- Once the chart string you are looking for is displayed, select it and click
- Click Apply and the 'Transfer' box will clc ____



Visual Indicators on Timecard

- Save:
 - Unsaved content on Timecard changes need to be saved
 - 🔲 No changes made to Timecard
- Comment:
 - Comment made on Punch hover to view comment
 - Indicator someone other than employee modified punch:
- 8:00AM

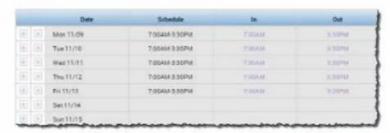
- Missed punch
 - Unapproved variation to schedule
 - Excused variation to schedule
- Approved change to schedule
 - Transfer to shift
- Historical Correction in cell that has been changed
- Historical Correction
 - Historical Correction made to a previous pay period



Visual Indicators of Approval



Manager approval only



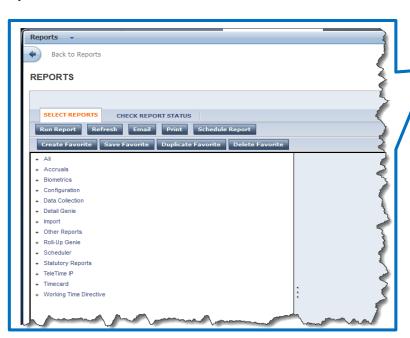
Timecard signed off

Timecard color	Status of timecard
Yellow	Timecard has been approved by the Manager and/or Finance Center
Grey	Timecard has been signed off by Payroll

Running and Viewing Reports

Go to the Reports Genie on the Widget Bar

- 1. Select pre-defined employee groups from the HyperFind dropdown list (if you plan to use a pre-defined employee group)
- 2. Click 'Reports' on the light blue Side Navigation Pane.
- 3. The 'Reports' will open

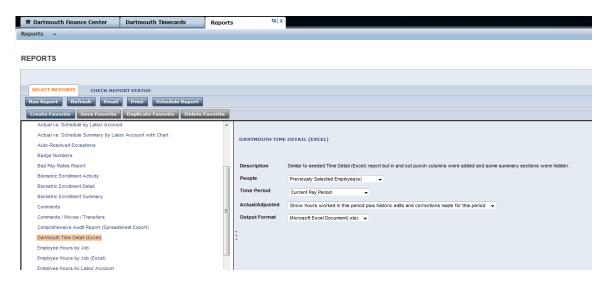




Running and Viewing Reports

Selecting Reports

- a. To view reports listed in each category, click on the '+' sign next to the category name
- b. To get a description of a report, highlight the report name
 - The criteria used in the report is displayed to the right
- c. Refine the report criteria by using the drop-downs shown
 - The report may be run multiple times until the desired results are achieved



REPORTS SELECT REPORTS Run Report Refresh Email Print Schedule Report Create Favorite Save Favorite Duplicate Favorite Delete Favorite All Absent Employees Account Accrual Accrual Balances and Projections Accrual Detail Accrual Summary Actual vs. Schedule by Job Actual vs. Schedule by Labor Account

Running and Viewing Reports

Recommended Reports

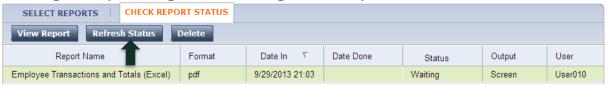
- Time Detail Report
 - Note: If this report is blank employee did not report hours
- Employee Transaction and Totals
- Timecard Audit Trail Report

Selecting Criteria

- People Select Hyperfind
- Time Period Current or Previous Pay Period typically
- Actual/Adjusted Reported hours vs. Historical Corrections
- Other Criteria If applicable
- Output format Excel (.xls) vs Adobe (.pdf)

Run Report

- Run Report will run report one-time
- Check Report Status to access report
- Refresh Status: waiting → updating → running → complete

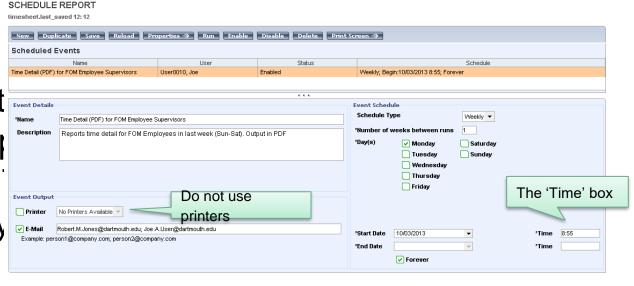




Scheduling Reports

- 1. Select Report
- 2. Select Criteria
- 3. Click Schedule Report
 - a. Schedule open
- 4. Name Report
- 5. Schedule Rep
 - 1. Schedule
 - 2. Frequency
 - 3. Day
 - 4. Start Date
 - 5. Time





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Viewing Reports: Time Detail

Header:

• Time Period

Query Name

Account Summary

 Summary by Person by:

- Account

- Pay Code

- Hours

Details:

 Itemization by Person by:

- Account

- Transfer

- In Punch

- Out Punch

- Pay Code

- Hours

- Total Amount Worked

Time Detail (Excel)

Time Period: 7/31/2016 - 8/13/2016

Query: *ROGER BILCO

Actual/Adjusted: Show hours worked in this period plus historic edits and corrections made for this period.

Data Up to Date: 12/5/2016 4:56:30 AM
Executed on: 12/5/2016 4:56:31 AM
Printed for: d1257r6

Account Summary

Name	ID	Account	Pay Code	Money	Hours	
Coxen, William W	3243RT	F+AND+A/DOSS/-/-	ОТ		2.00	
Coxen, William W	3243RT	F+AND+A/DOSS/-/-	Per		10.00	
Coxen, William W	3243RT	F+AND+A/DOSS/-/-	Reg		50.00	
Coxen, William W	3243RT	F+AND+A/DOSS/-/-	Total Hours		82.00	
Coxen, William W	3243RT	F+AND+A/DOSS/-/-	Vac		20.00	
Bean, Kirstyn	F03464K	(X)SCI/BIOL/14482/-	Student Reg		12.25	
Bean, Kirstyn	F03464K	(X)SCI/BIOL/14482/-	Total Hours		12.25	
Bean, Kirstyn	F03464K	(X)SOCSI/PSYC/14816/-	Student Reg		30.00	
Bean, Kirstyn	F03464K	(X)SOCSI/PSYC/14816/-	Total Hours		30.00	

Details

Name	ID	Date	Account	Xfr	InPunch	OutPunch	Pay Code	Money	Hours	Totaled Amount
Coxen, William W	3243RT	8/3/2016	F+AND+A/DOSS/-/-				Per		10.00	
Coxen, William W	3243RT	8/4/2016	F+AND+A/DOSS/-/-		3:59 PM	2:07 AM				10.00
Coxen, William W	3243RT	8/5/2016	F+AND+A/DOSS/-/-		4:00 PM	1:58 AM				10.00
Coxen, William W	3243RT	8/6/2016	F+AND+A/DOSS/-/-		3:56 PM	2:06 AM				10.00
Coxen, William W	3243RT	8/10/2016	F+AND+A/DOSS/-/-		3:56 PM	4:05 AM				12.00
Coxen, William W	3243RT	8/11/2016	F+AND+A/DOSS/-/-		3:56 PM	1:57 AM				10.00
Coxen, William W	3243RT	8/12/2016	F+AND+A/DOSS/-/-				Vac		10.00	
Coxen, William W	3243RT	8/13/2016	F+AND+A/DOSS/-/-				Vac		10.00	
Bean, Kirstyn	F03464K	8/1/2016	SOCSI/PSYC/14816/-	X	12:00 PM	5:00 PM				5.00
Bean, Kirstyn	F03464K	8/2/2016	SOCSI/PSYC/14816/-	X	8:00 AM	1:00 PM				5.00
Bean, Kirstyn	F03464K	8/2/2016	SCI/BIOL/14482/-/GL~20~466~368000~130156~0000/6262	Х	1:15 PM	3:45 PM				2.50
Bean, Kirstyn	F03464K	8/2/2016	SCI/BIOL/14482/-/GL~20~466~368000~130156~0000/6262	X	5:45 PM	8:30 PM				2.75
Bean, Kirstyn	F03464K	8/9/2016	SOCSI/PSYC/14816/-	X	7:00 AM	1:00 PM				6.00
Bean, Kirstyn	F03464K	8/9/2016	SCI/BIOL/14482/-/GL~20~466~368000~130156~0000/6262	X	1:15 PM	5:00 PM				3.75
Bean, Kirstyn	F03464K	8/9/2016	SCI/BIOL/14482/-/GL~20~466~368000~130156~0000/6262	Х	5:45 PM	9:00 PM				3.25

Viewing Reports: Employee Transactions and **Totals**

Header:

Employee Transactions and Totals (Excel) Time Period: 7/31/2016 - 8/13/2016

Time Period

Query: *ROGER BILCO

Query Name

Pay Codes: (77): |2nd DT Shift|2nd OT Shift|2nd Shift|2nd Shift HolWrkd|3rd DT Shift|3rd OT Shift|3rd Shift HolWrkd|Bereav|...

Actual/Adjusted: Show hours worked in this period only.

Data Up to Date:

Summary Totals:

Vac

Executed on: 12/05/2016 4:57AM GMT-05:00 Printed for: d1257r6

Transactions:

 Itemization of Special Pay Codes

Transactions:								
Employee:	ID:	Day	Date	Pay Code	Hours	Money	Days Entered By	Datasource
Coxen, William W	3243RT	Sun	7/31/2016	Other	3.00	\$0.00	d24877v	Timecard Editor
Coxen, William W	3243RT	Mon	8/1/2016	Other	10.00	\$0.00	d24877v	Timecard Editor
Coxen, William W	3243RT	Tue	8/2/2016	Other	10.00	\$0.00	d24877v	Timecard Editor
Coxen, William W	3243RT	Wed	8/3/2016	Other	10.00	\$0.00	d24877v	Timecard Editor
Bean, Kirstyn	F03464K	Tue	8/2/2016	Per	10.00	\$0.00	d24877v	Timecard Editor
Bean, Kirstyn	F03464K	Mon	8/8/2016	Per	10.00	\$0.00	d24877v	Timecard Editor
Bean, Kirstyn	F03464K	Sat	8/6/2016	Vac	10.00	\$0.00	d24877v	Timecard Editor
Bean, Kirstyn	F03464K	Sun	8/7/2016	Vac	10.00	\$0.00	d24877v	Timecard Editor

\$0.00

Totals:

 Provide per person Totals by Pay Code

Totals:								
Employee:	ID:	Pay Code	Hours	Money	Days	Wages		
Coxen, William W	3243RT	Other	33.00	\$0.00	0.00	0.00		
Coxen, William W	3243RT	Reg	47.00	\$0.00	0.00	0.00		
Coxen, William W	3243RT	Total Hours	80.00	\$0.00	0.00	0.00		
Bean, Kirstyn	F03464K	Per	20.00	\$0.00	0.00	0.00		
Bean, Kirstyn	F03464K	Reg	40.00	\$0.00	0.00	0.00		
Bean, Kirstyn	F03464K	Total Hours	80.00	\$0.00	0.00	0.00		
Bean, Kirstyn	F03464K	Vac	20.00	\$0.00	0.00	0.00		

Summary Totals:

 Provide summary of various Pay Codes

Pay Code	Hours	Money	Days	Wages
Other	33.00	\$0.00	0.00	\$0.00
Per	20.00	\$0.00	0.00	\$0.00
Reg	87.00	\$0.00	0.00	\$0.00
Total Hours	160.00	\$0.00	0.00	\$0.00

20.00

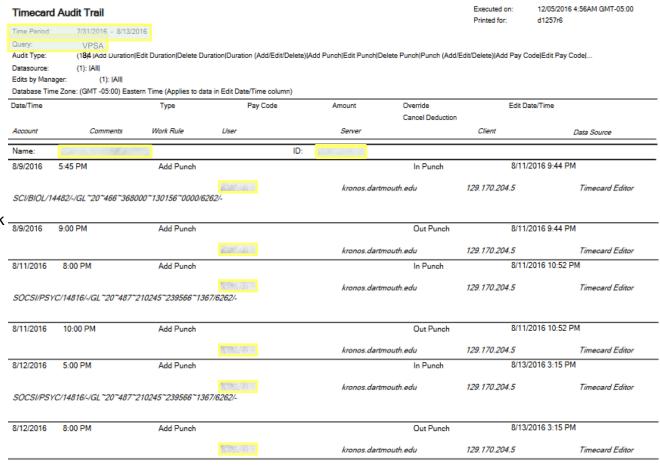
Viewing Reports: Timecard Audit Trail

Headers:

- · Time Period
- Query Name

Timecard Audit Itemization by Person:

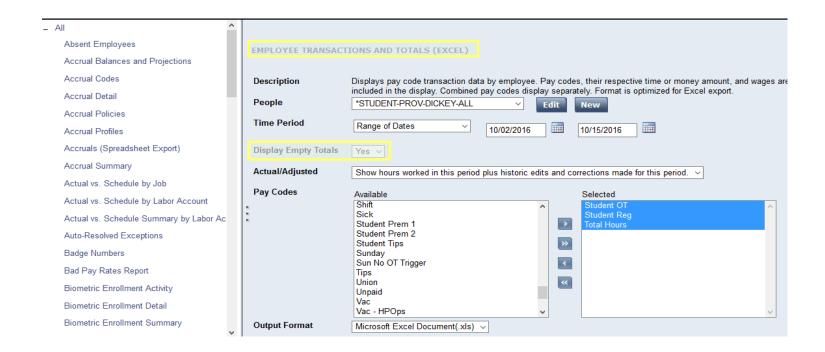
- Each edit to timecard
 - Date/Time Work
 - Type
 - Paycode
 - Edited by NetID
 - Edit Date/Time



Zero-Hour Report

With the Employee Transactions and Totals Report, it is possible to report on Students that have not yet report hours In the Criteria:

- Select your Hyperfind in the People field
- Select Time Period
- Select "Yes" to Display Empty Totals



Your ready to get started!

Log-in to:

https://kronos.dartmouth.edu/