

Human Capital Management: Step-by-Step Guide

Entering Group Terminations

This guide describes how to enter Group Terminations in HCM.

Note: Effective dates of transactions have to be equal to or greater than the most recent row in Job Data. If one of the employees in the selected group has a row in Job Data greater than the Effective Date of the Group Termination, it will generate an error and none of the terminations will be written to Job Data. To avoid errors, the HCM Help team is developing a query to help identify these kinds of conflicts prior to entering the transaction. This guide will be updated with information about that query as soon as it is available.

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Before You Begin

Use the following queries to prepare for a group termination transaction:

- **CUES_HCM_END_APPOINT_CONTRACT – End of Appointment/Contract:** Identifies those records that should be terminated.
- **CUES_PAY_GROUP_TERMINATION – Group Termination Query:** Identifies records with future actions that will cause the transaction to error.

Navigation tips:

▼ HCM Community Users

Procedures in this guide begin from the HCM Community Users dashboard:

1. From the portal, click the **HCM** tile. The Employee Self Service dashboard appears.
2. Click **Employee Self Service**.
3. Click **HCM Community Users** to display the dashboard.



The NavBar displays options for accessing other systems. Through the NavBar, you can select CU Resources to access systems on the portal.



The magnifying glass is called a look up and displays search results for you to select valid field values.



The book and checkmark lets you spell check text boxes.



The down arrow lets you hide, or collapse, sections you do not want to view.

Click the  arrow to expand the section.

Beginning the Transaction

1. From the HCM Community Users dashboard, click the Non-Pay Actions tile.
2. Under ePAR Group Termination, click **Add**.

Smart ePAR Non-Pay Actions

- ePAR Job Change**
Make changes to non-pay related fields
Add Modify
Inquiry
- ePAR Group Termination**
ePAR Employee Group Termination
Add Modify
Inquiry
- ePAR Separation**
Retire or Terminate an Employee
Add Modify
Inquiry
- ePAR Group Change**
ePAR Employee Group Change
Add Modify
Inquiry
- ePAR Leave**
Leave of Absence, Paid Leave or Return from Leave
Add Modify
Inquiry

3. In the Search Criteria section, type a department number and click **Search**.

Note: You may also enter a specific Pay Group prior to clicking Search, but it's not required.

▼ Search Criteria

Department: 10190 [Search Icon]

Pay Group: [Search Icon]

Empl ID: [Search Icon]

First Name: [Text Field]

Last Name: [Text Field]

Search Clear

4. Because the first name is automatically selected, deselect this person if you do not want to include that employee in your group termination.
5. Select the boxes next to the employees you need to terminate, and click **Add Employees**.

<input checked="" type="checkbox"/>	10	He	2	10190
<input checked="" type="checkbox"/>	10	Da	0	10190
<input checked="" type="checkbox"/>	10	Mi	2	10190
<input checked="" type="checkbox"/>	10	Mi	3	10190

Select All Deselect All **Add Employees**

6. In the **Selected for Group Transaction** section (shown below), verify this is the complete list you want to terminate by clicking the **Select All** button. If you need to edit the list, click the minus buttons to remove employee records and click the plus button to add employee records.

Selected for Group Transaction

Empl ID	Empl Record	Name	Birthdate	National ID		
100	1	Ela	XXXX	XXXX	+	-
102	2	He	XXXX	XXXX	+	-
102	0	Da	XXXX	XXXX	+	-
103	2	Mic	XXXX	XXXX	+	-
103	3	Mic	XXXX	XXXX	+	-

Select All Deselect All Remove Employees

7. Click **Next**.
8. From the **Reason** list, select **End of Appointment**.
9. Select an **Effective Date**. The effective date is the first day the employees are no longer employed (not their last day of employment).

Create ePAR Termination Request

Step 2 of 2: ePAR Group - Action/Reason

Transaction Details

PAR Action: Group Termination	Action: Termination	Document ID: ePAR Group Termination
Request ID: NEXT	Reason Code: End of Appointment	Document Instance: 0
ePAR Status: Initial	Effective Date: 04/11/2016	Document Status: Initial / Add Entry
	Effective Seq: 0	

Group Total: 5

Action/Reason Selection

*Action: Termination

*Reason: End of Appointment

*Effective Date: 04/11/2016

Effective Sequence: 0

Comments:

10. Click **Save**.



11. After the transaction has been saved, click **OK**.

ePAR GTR0024844 has been saved successfully

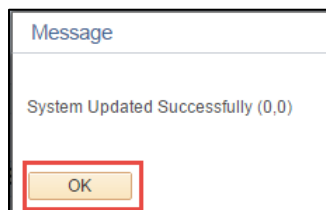
Click OK to return to the transaction

OK

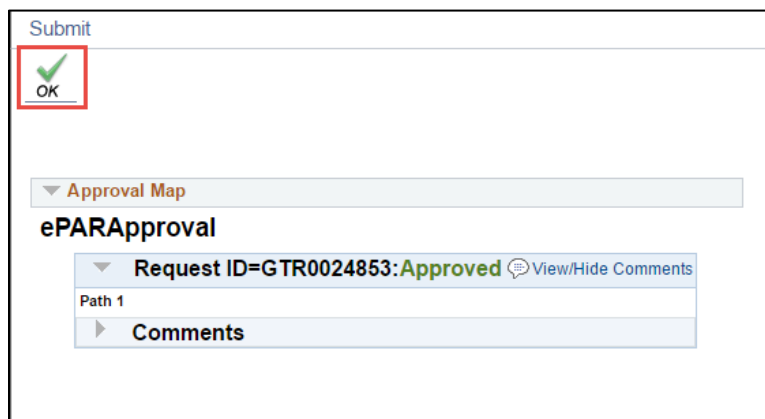
12. Click **Submit** to complete the transaction.



13. Click **OK** from the submission confirmation message.



14. Click **OK** from the Approval Map page.



Reviewing the Change in Job Data

If you want to review the termination as a new row in Job Data, navigate to: NavBar> Navigator> Workforce Administration> Job Information> Job Data.

1. Type an Employee ID number.

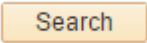
Job Data

Enter any information you have and click Search. Leave fields blank for a list of all values.

▼ Search Criteria

Empl ID	begins with ▼	10
Empl Record	= ▼	
Name	begins with ▼	
Last Name	begins with ▼	
Second Last Name	begins with ▼	
Alternate Character Name	begins with ▼	
Middle Name	begins with ▼	

☐ Include History
 ☐ Correct History
 ☐ Case Sensitive

2. Click **Search**. 
3. Select the appropriate employee record.

Search Results

View All First 1-2 of 2 Last

Empl ID	Empl Record	Name	First Name	Last Name	Second Last Name	Alternate Character Name	Middle Name
10	0	Ela			(blank)	(blank)	A
10	1	Ela			(blank)	(blank)	A

4. Confirm that the HR Status displays **Inactive** and Payroll Status displays **Terminated**.

Work Location Job Information Payroll Salary Plan Compensation

Employee Empl ID 10

Empl Record 1

Work Location ? Find First 1 of 1 Last

*Effective Date 04/11/2016

Effective Sequence 0

HR Status Inactive

Payroll Status Terminated

*Action Termination

Reason End of Appointment

*Job Indicator Primary Job

Go To Row