

HCM starts with HR.

Human Resources

- Who you are
- What you do
- Your pay rate
- Where you work

HR informs BA of eligibility—hours you work (enough to be considered?), what type of employee you are (Certificated, Classified, Substitute)...

Benefits Administration

- What benefits you are eligible for
- How much they cost
- Which ones you chose

HR informs T&L of work schedule, work group (TRCs), types of leave you can take...

Time & Labor

Absence Management

- Your timesheet
- How many hours did you work?
- How should hours be paid? (Reg, OT, Extra)

T&L tells PR how to be paid, absences to be taken...

Payroll

- Earnings
- Deductions
- Taxes
- Paycheck

BA informs PR of benefits deductions—how much they cost...



Employee can view his/her info from Employee Self-Service.

Payroll costs touch Finance

Finance

- GL
- Budgets

