Problem

In our pursuit to refine the Payroll Process, a critical analysis of the existing setup has revealed a limitation in the PayInfo table. Currently, it accommodates only one record per company, overlooking the necessity to store yearly numbers per company. Given the dynamic nature of payroll numbers that change on an annual basis, it's imperative to augment the current structure to better align with our requirements.

The proposed modification involves the addition of a "Year" column to the PayInfo table. This addition is pivotal for distinguishing rates across different years, providing a comprehensive historical perspective. However, prior to the implementation of this change, a meticulous analysis is imperative. Considering the substantial scale of our ERP system, it's crucial to identify and trace all areas that will be impacted by this modification.

Our primary objective is to seamlessly integrate the "Year" column into the PayInfo table, ensuring minimal disruption to the existing processes while enhancing our ability to track and manage yearly payroll rates effectively.

Objective

Our objective is to augment the existing Payroll Process by introducing a robust Yearly Rate Tracking mechanism. Presently, the table supports only one record per company, which proves inadequate for our dynamic payroll requirements that evolve on a yearly basis.

The key objective is to seamlessly integrate a "Year" column into the PayInfo table. This addition will empower us to capture and manage yearly payroll rates for each company efficiently. The "Year" column will serve as a vital parameter, allowing us to distinguish and store rates specific to each fiscal year.

Our focus is not only on meeting the immediate need for yearly rate tracking but also on establishing a foundation for scalability and adaptability within the payroll framework. This objective aligns with our broader goal of creating a resilient and flexible system that can effortlessly accommodate future enhancements and adjustments.

Analysis

The proposed modification to the PayInfo Table introduces a crucial shift by necessitating the capture of information on a yearly basis for each company. This enhancement demands a comprehensive analysis to understand the intricacies of the current system and ensure a seamless transition to the updated structure.

- 1. **Dependency Identification:** To initiate our analysis, we will leverage SQL Server Management Studio to generate a dependencies list for the RcPcan database. This list will serve as a key resource in identifying the objects relying on the PayInfo Table. The dependencies list will include views, stored procedures, and other essential entities. By closely examining this information, we can discern the scope of impact caused by modifying the PayInfo Table.
- 2. Comprehensive Scripting: A meticulous search for references to the "PayInfo" table will be conducted by scripting out the Views, Stored Procedures, and Functions across all systems. This thorough examination is imperative to unveil the intricacies of how the table is currently utilized in various scenarios. The primary goal is to identify potential dependencies and usages that might be affected by the proposed changes.

Following a meticulous examination of the instances in ERP databases, we have pinpointed scenarios where the addition of the year component in the WHERE clause is imperative. This refinement is pivotal to tailor the system's behavior, enabling precise selection of the pertinent PayInfo record based on the specified year. It aligns seamlessly with our objective of transitioning to storing yearly company information in the PayInfo table.



Affected S.Proc List

Having gained a comprehensive understanding of the potential areas of impact within the system, let's shift our focus to the specific enhancements required. The primary modification involves introducing a new column, "Year," to the PayInfo table. This addition empowers us to distinguish rates on a yearly basis for each company.

Furthermore, the necessary adjustments extend to queries and business logic associated with the PayInfo table. These modifications ensure seamless integration of the new "Year" column, guaranteeing that all data retrieval and calculations align with the pertinent year for each company's payroll information.

Considering the requirements, our task involves incorporating a new field named "PayYear" into the PayInfo table. Let's delve into the attributes of this field:

Data Type: The "PayYear" field should be of the data type that can store only the year information. A common choice for this purpose is the "INT" data type.

Format: The field should contain only the year information in a numeric format. For example, it should store values like "2023," "2024," etc., representing the respective years.

Uniqueness: Each combination of "PayYear" and "Company" should be unique. This ensures that we can store the Ei and CPP percentages for each company for different years without any conflicts.

Range: The "PayYear" field should accommodate a range of years that meets the requirements of the system. For instance, if we plan to store data for the next ten years, the data type chosen should support this range.

Having considered these characteristics, we guarantee that the "PayYear" field is well-equipped to fulfill the precise requirements of storing EI and CPP percentages for each company annually. Now, let's delve into the existing table structure of PayInfo.

Based on the requirements and considerations, we will proceed with the following changes to the PayInfo table:

- 1. Add a new field called "PayYear" of data type "SmallInt" to store the year information.
- 2. Set the "PayYear" field as a mandatory field (NOT NULL) to ensure every record has a valid year value.
- 3. Set the default value for the "PayYear" field to 2023 to be used when inserting new records.
- 4. Create a unique index on the combination of "PayYear" and "Company" to ensure that each year's data for each company is unique.

With the incorporation of the PayYear field, we can now capture specific details for each year's payroll, including PayPeriods, LastPeriodEnding, CPP Exempt Amount, CPP Percentage, CPP Maximum, EI Percentage, and EI Maximum. This structured association guarantees accurate and well-organized payroll data for each payroll cycle.

Pay Info Screen Rules Analysis :

Analyzing the PayRoll Info screen reveals that it currently captures crucial payroll details, encompassing the Pay Period, CPP Exempt Amount, the Last Period for which Payroll was completed, CPP and El Maximum figures, and the Percentage for CPP and El Deduction.

The introduction of the Year field to the PayInfo table prompts a careful examination of potential impacts on this screen. Integrating the Year field into the screen is imperative to allow users to specify the year for which they are entering payroll information. The screen must undergo modifications to seamlessly interact with the PayInfo table, ensuring accurate data capture for the designated year. Additionally, any associated business rules linked to the PayRoll Info screen might necessitate adjustments to incorporate the Year field and perform validations accordingly. To evaluate the repercussions of introducing the Year field to the PayInfo table on the PayInfo Screen's business rules, an examination of the associated WebRule and server rules is needed.

Presently, no web rules directly address this modification.

Our focus shifts to the "User Defined Business Rules" within the Server Rules Screen in the Administration module. One rule of significance in this context is "CrChkDelPayInfo." This server rule dictates the conditions under which PayInfo records are eligible for deletion.

From our analysis, it's evident that currently, only one business rule is set up. Moving forward, we need to explore and establish various rules tailored to different conditions based on our new objectives.

Add	Update	Delete	Constraints
 When the Add button is pressed, check to see Dec payroll of the current year is completed or if no payroll info exists. If December Payroll has been completed, add a PayInfo record to the maximum year of the same company and populate year field, also copy the maximum Last Period Ending, make year field read-only. If not completed "Kindly complete December Month End Payroll." If no Payroll, add current year to year field and let user enter the Last Period Ending 	If there is only one row in the PayInfo table, the period ending should be allowed to change, if no payroll has been posted to AP.	Allow delete of latest row, only if last Period Ending is greater than or equal to maximum pay period inside the payroll table.	In the Payrolls screen, Add Constraint, Payroll can be done only if the chosen period year info is present in PayInfo table, "Please add PayRoll Info for the current year, before doing payroll."
	Allow the latest year row to be updated for the same company		

Screen Design:

We structure the layout for the new fields within the current screen. Specifically, the addition of two fields—Year Max Pensionable Earnings (YMPE) and Year Max Insurable Earnings (YMIE). These fields are crucial for capturing information on the annual maximum pensionable and insurable earnings permitted by CRA.

Current Design

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Terms of Service Privacy Policy		©1999-2023 Robocoder Corporation. All rights reserved (V11-290.30728 b	y R11.290.30728). Protected by U.S. Patent 6,876,314.	Need help? Get support.

Now, after a comprehensive understanding gained from our analysis, we are poised to transition into the implementation phase. Our examination has unveiled key areas that require modification, ensuring a seamless integration of the 'Year' field into the PayInfo table. This crucial step sets the stage for enhancing our system's capabilities to capture and manage yearly payroll information effectively.

Solution:

We transition to the implementation phase after concluding our analysis.

Data Table Changes:

Now that we have determined the columns we need and have analyzed the characteristics of the table above we can layout our findings in a table like below.

ColumnName	DataType	Default		Column Objective
PayYear	SmallInt	2023	Not Null	
YMPE	Money	66600	Not Null	0
YMIE	Money	61500	Not null	Year Max Insurable Earnings
			Unique Index: PayYear, CompanyId	

To incorporate the identified columns into the system, we navigate to Administration-Data Tier\Table and Columns in the Payroll Canada module's database, specifically the PayInfo table.

- Using the Add button to creates a new row, where we input details such as column name, data type, and check nullable and unique index checkboxes.
- Saving the information and reviewing the updated PayInfo Table.
- Initiating synchronization with the physical database by pressing the #3 button, ensuring our changes take effect seamlessly."

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Now that we have changed the table structure, we have to change the dependencies accordingly to allow for other areas in the system not to be affected.

With the modification in the table structure, it's imperative to adapt the dependencies to ensure minimal impact on other areas of the system. Our analysis indicates that alterations are required in stored procedures referring to the PayInfo table. In these scenarios, the inclusion of the 'PayYear' column becomes crucial for accurate data retrieval and processing.

S.Proc List and Change Code.



Now that we have carefully identified the dependencies and have completed the changes necessary to accommodate Pay Year information on the Pay Info Table . The next step is to step the screen and its related business rules.

Screen Setup:

In order to complete these changes, we go the Object IDE screen in the administration module , client tier menu. Under the Payroll Canada and Payroll Info screen, we need to add the new fields for the Pay Info Screen.

ColumnName	DataType	Default		Column Objective
PayYear	SmallInt	2023	Not Null	
YMPE	Money	66600	Not Null	0
YMIE	Money	61500	Not null	Year Max Insurable Earnings
			Unique Index:	
			PayYear,	
			CompanyId	

Based on the below field information, we can setup our items on the Payroll Info Screen.

To add a new object, we utilize the 'Add New Item' button, dragging the object to the desired screen location. The subsequent step involves configuring the Object Properties, where we designate the 'Pay Year' in the Database Column, specify the Column Name, and provide additional information as necessary

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Moving forward, we define the Object Label information, crafting pertinent warning and error messages tailored to the specific object being added. This process is replicated for setting up the 'YMPE' and 'YMIE' fields in the Payroll Info Screen.

More Information on Screen Items



Final setup of the PayRoll Info Screen

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Terms of Service Privacy Policy		©1999-2023 Robocoder Corporation. All rights re	eserved (V11.290.30728 by R11.290.30728). Protected by U.S. Patent 6	,876,314.	Need help? Get support.

Business Rule Changes :

Now we have to implement the below business rules we have identified during our analysis phase.

Add	Update	Delete	Constraints
 When the Add button is pressed, check to see Dec payroll of the current year is completed or if no payroll info exists. If December Payroll has been completed, add a PayInfo record to the maximum year of the same company and populate year field, also copy the maximum Last Period Ending, make year field read-only. If not completed "Kindly complete December Month End Payroll." If no Payroll, add current year to year field and let user enter the Last Period Ending 	If there is only one row in the PayInfo table, the period ending should be allowed to change, if no payroll has been posted to AP.	Allow delete of latest row, only if last Period Ending is greater than or equal to maximum pay period inside the payroll table.	In the Payrolls screen, Add Constraint, Payroll can be done only if the chosen period year info is present in PayInfo table, "Please add PayRoll Info for the current year, before doing payroll."
	Allow the latest year row to be updated for the same company		

WebRule Setup:

Add: We need to add a WebRule to add next year and populate last period ending when Add Button is pressed. We can setup this business rule in the WebRule screen in the administration module.

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As part of this WebRule, we need to setup a procedure to retrieve data from the database to update the year and the period ending fields of the PayRoll Info Screen .



WebRule Information

From our analysis, we need to set up only one WebRule for the Payroll Info screen and now we move to the Server Rules that need to be setup.

Server Rule Setup:

We add our server rule metadata in the administration module , Rule Tier Menu and Server Rule screen.

Update:

Now that we've concluded the Add section of the business rule, our focus shifts to the establishment of Server Rules. The update server rules must address the following: If there is only one row in the PayInfo table, the period ending should be allowed to change, provided no payroll has been posted to AP. Additionally, permit the latest year row to be updated for the same company.

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2. We need to setup the server rule to allow addition of Payroll info records only if December Payroll is completed. We can setup the payroll information by following a similar process.

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This is a constraint type server rule, the information to setup the Server Rule information document given below.

3.

We can leverage the existing Delete Server Rule and enhance it. Allow the delete of the latest row only if the last Period Ending is greater than or equal to the maximum pay period inside the payroll table.

The addition of the constraint information to the CrChkDelPayInfo can be found in the Server Rule information document provided.

4.

The last server rule that needs to be attended , is the In the Payrolls screen, Add Constraint,

Payroll can be done only if the chosen period year info is present in PayInfo table, "Please add PayRoll Info for the current year, before doing payroll." In order to implement this server rule, we have the Verify Pay Period which fires on Add/Update, after Crud. We can add our constraint, to make sure the payroll info table contains the Pay Year info for which the payroll is being updated.

Server Rule Information



This concludes the changes that are necessary for the successful implementation of the Pay Year field in the PayRoll Info Screen.