

HRDM Data Validation Reports Original Hire Date Change for Fall 2019

Background:

In order to be included in any Fall HRDM reporting cohort, an employee's HRDM Original Hire Date must be less than the Nov. 1 census date of that fall. Only Employees who were hired before Nov. 1 are included in the fall HR data validation reports.

During the Fall 2018 HRDM Data Validation period, it was discovered that the PeopleSoft source of the HRDM Original Hire Date (Institution Seniority Date) was routinely being "overridden" at some institutions with a date that was greater than the Nov. 1, 2018 census date. When this happened during validation, the employee's record would "drop out of" the HRDM fall reporting cohort and would no longer appear in the Cognos validation reports

In this fall 2018 example, the Institution Seniority Date was overridden with 2/1/2019 at some point during the HR data validation period. Prior to being overridden, this employee was appearing in the Cognos reports, but once the date was overridden to a date greater than the census date, he no longer appeared on the report.

Employment Information

Employee [REDACTED] Empl ID [REDACTED]
Empl Record 0

Organizational Instance ?

Organizational Instance Rcd 0 Original Hire Date 08/01/1999 Override
Last Start Date 02/01/2019 First Start Date 08/01/1999
Termination Date
Retirement Date
USG Service Date 02/01/2019 Override

Years	Months	Days
0	0	13

Organizational Assignment Data ?

Instance Record

Last Assignment Start Date 02/01/2019 First Assignment Start 08/01/1999
Assignment End Date
Home/Host Classification Home

Years	Months	Days	Time Reporter Da
0	0	13	
0	0	13	
0	0	0	

Institution Seniority Date 02/01/2019 Override
Benefits Service Date 02/01/2019 Override
Seniority Pay Calc Date Override
Probation Date
Intent To Retire Date Last Verification Date
Business Title Part-Time Temporary Faculty Position Phone

USA

Change to Fall 2019 OneUSG extraction:

To keep this from happening in the Fall 2019 HRDM data validation effort, the extraction from OneUSG to HRDM was changed to pull Original Hire Date (which cannot be overridden) from OneUSG, instead of Institution Seniority Date from the Employment Information.

Technical note: the OneUSG extraction logic was changed to pull HIRE_DT instead of CMPNY_SENIORITY_DT from the PS_EMPLOYMENT table.