Contingent Labor features in R 12

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Key features of Contingent Labor functionalities in R 12.0.4

- **Meaning of Contingent Worker**
- **Person Type distinction with Employee**
- **Application integration:**
  - HRMS
  - Projects
  - Purchasing
  - OTL
  - Inventory
  - Payables

Building blocks of Contingent Labor

- Setup in HRMS with Person Type
- PO Line type for rate based temp labor
- Reference of Contingent Labor in PO Line
- Projects to which time can be charged
- Projects setup to integrate their time
- Reference of PO in HR Assignment
- Entry of time in OTL
- Creating Receipts in Purchasing for approved time
- Payables Entry for the supplier invoice

Core functionalities for Contingent Labor

- Rate referenced in PO Line used for costing
- Options exist to integrate with Projects through OTL or from supplier invoices
- Time can be entered in OTL self serve or in Time Keeper windows or through Pre approved Batches
- Approval styles supported based on standard rules
- Chargeability to Projects in Self serve time entry is controlled through the PO # and Line reference and the associated projects in the PO Distribution.
- Core functionalities to be a key member in Projects, approve documents, etc extended to contingent labor
- Re hire as Employee is supported

Core functionalities for Contingent Labor Cont.

- Temp Labor First, Last Name in PO Line should be same as that of HRMS record for the contingent labor

- Rate based temp labor Line type for PO uses Value basis of Rate and Purchase Basis of Temp Labor for PO functionalities

- Preferences in OTL to be configured for contingent labor time entry

- Alternate name alias for expenditure type mapping is supported for contingent worker time entry

Core functionalities for Contingent Labor Cont.

- Purchase order integration through automated receipt creation process for the value of time entered (Hrs * Rate from PO Line)

- Expenses can be entered in iExpense. It is payable to the associated supplier record.

- Multiple simultaneous PO reference not supported for the assignment. Workaround is to create additional secondary assignments and use the different PO reference

Q & A

- Questions & Answers

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