

HR Department Overview March 1, 2018

What is a department?
<ul style="list-style-type: none"> • Wikipedia defines a department as... <ul style="list-style-type: none"> ◦ Division of a larger organization into parts with specific responsibility • Peoplesoft Finance and Human Capital Management, use two distinct viewpoints: <ul style="list-style-type: none"> ◦ A Financials or Budgetary perspective, and ◦ A Human Resources perspective • The Financials perspective is about capturing and organizing costs for financial reporting, tracking and accountability • The Human Resources (HR) perspective is not about organizing costs – It is about organizing People <ul style="list-style-type: none"> ◦ In Financials – A department is a “cost center” ◦ In HR – A department is an organizational unit • Sometimes – They are the same – but many times - they are not
Will all Financial Departments be represented by a corresponding HR Department?
<ul style="list-style-type: none"> • Not all Financial Departments (or cost centers) will have a corresponding HR Department in OneUSG Connect because not all cost centers have people in them. • Many times budget and accounting organizations create departments to organize costs or revenues that are not associated with people • If a department or cost center doesn't have people in it, then that department would not have a corresponding HR Department in OneUSG Connect HCM. • A couple of examples: FMD-O&M-ELEVATOR EXPENSE and DIAGNOSTIC LABS STAFF BENEFITS
Will all HR Departments be represented by a corresponding Financial Department?
<ul style="list-style-type: none"> • Not all HR Departments (or organizational units) will be in Financials. • Many time HR organizations will take a high level cost center like an academic department and break it down into multiple organizational units to assist in managing the staff or faculty
What is an example where HR would have more granular departments than Financials?
<ul style="list-style-type: none"> • The best example we have come up with is a situation where we would like to segregate personnel into units

- For instance – Most colleges on campus have multiple organizational units. Here are a few we can use to illustrate the two types of organizations
 - 19027000 – Terry College of Business (Budgetary Roll Up)
 - H734528 – Dean’s Office
 - H734529 - Department of Management
 - H734530 - Department of Economics
- The Budget Department and Financial Accounting Organization would book expenditures to Department 19027000 – Terry College
- The HR Department would place personnel in departments in H734528 through H734530
- All of the payroll financial transactions would be posted to department 19027000 but the personnel would be broken into a more detailed organization structure that is in line with a traditional organization view or Org Chart

What is an example where Financials would have a department that isn’t in OneUSG Connect?

- Here are some examples:
 - Utilities
 - Allocated Costs
 - Special Initiatives
- The bottom line is that Financials Departments (cost centers) are not intended to organize people – only costs and revenues
- HR Departments (organizational units) are intended to organize people – not money