

**Concepts of Enterprise and Organizational Structures**

**HROM 100**

Unit 1

Review of HR OnePurdue Basics

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**Unit 1 – Review of HR OnePurdue Basics**

- Topic 1 – OnePurdue Database
- Topic 2 – OnePurdue System Modules
- Topic 3 – HR Modules
- Topic 4 – HR Master Data structures
- Topic 5 – Enterprise Structure
- Topic 6 – Personnel Structure
- Topic 7 – Organizational Structure
- Unit 1 Summary




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**Unit 1 – Objectives**

After completing this module, you will:

- Describe the modular structure of the OnePurdue Human Resources software
- Explain the concept of HR master data structures
- Identify the objects of the enterprise, personnel and organizational master data structures




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## OnePurdue Database

The OnePurdue systems are based on database software applications used to:

- Create and maintain (edit and delimit) **master data records** of those **objects** of interest to the University
- The major objects of interest to HR are:
  - People of the University: faculty, staff and retirees
  - Administrative units of the University: including college, departments and leadership
- Display all these data for single objects and report them for multiple objects




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## OnePurdue System Modules

The OnePurdue system is not a single program: rather, it consists of several packages or **modules** of programs that are *configured* to work together.

Materials Management	Production Planning	Service Management
Finance	Controlling	Human Resources
Quality Management	Inventory Management	Plant Maintenance
Sales & Distribution	Purchasing	Project Systems

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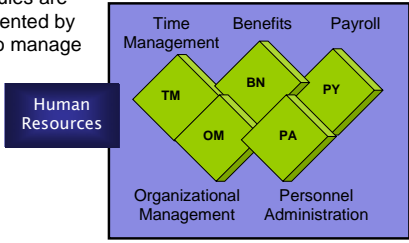
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## HR Modules

**Human Resources** is one of the core modules of the OnePurdue systems.

Five HR modules are being implemented by OnePurdue to manage HR data.




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**HR Master Data Structures**

Data about the University and its people are organized by OnePurdue into multilevel **hierarchical structures** of related **objects**.

The relationships between these objects are graphically represented by **structure trees**.

```

graph TD
    O1[Object 1] --> O2a[Object 2a]
    O1 --> O2b[Object 2b]
    O1 --> O2c[Object 2c]
    O2a --> O3a[Object 3a]
    O2a --> O3b[Object 3b]
    O2a --> O3c[Object 3c]
    O2a --> O3d[Object 3d]
  
```

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**HR Master Data Structures**

HR master data records include data that are organized in a framework or **matrix** of three such structures:

- **Enterprise structure**
- **Personnel structure**
- **Organizational structure**

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**Enterprise Structure**

**Enterprise structure** defines the overall legal structure of the University with four levels of objects:

- **Client**
- **Company code (CC)**
- **Personnel areas (PA)**
- **Personnel subareas (PSA)**

Enterprise structures and HR's role in its management are the topics of Unit 2 of this course.

```

graph TD
    Client[Client] --> CoCode[CoCode]
    CoCode --> PA1[PA1]
    CoCode --> PA2[PA2]
    CoCode --> PA3[PA3]
    PA1 --> PSA1[PSA1]
    PA1 --> PSA2[PSA2]
    PA1 --> PSA3[PSA3]
    PA1 --> PSA4[PSA4]
  
```

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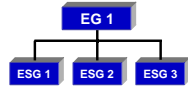
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### Personnel Structure

Personnel structure defines the status of employees with two levels of objects:

- **Employee group** classifies employees into specific groups (clerical, service, faculty etc.), and is used to facilitate payroll, benefits and time management
- **Employee subgroup** defines conditions of employment: for instance, exempt or not; 9- or 12-month contract, FY or AY etc.




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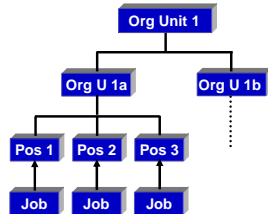


### Organizational Structure

The **organizational structure** (organizational plan) defines the relationship between three levels of objects:

- **Organizational units**
- **Positions**
- **Jobs**

Org structures and HR's role in their management are the topics of Unit 3 of this course.




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### Unit 1 – Summary

You can:

- Describe the modular structure of the OnePurdue Human Resources software
- Explain the concept of HR master data structures
- Identify the objects of the enterprise, personnel and organizational master data structures




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