



Concepts of Enterprise and Organizational Structures


HROM 100

Unit 2

Enterprise Structure






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Unit 2 – Enterprise Structures

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Unit 2 – Objectives

After completing this module, you will:

- Define the objects of the enterprise structure of HR master data
- Describe the responsibilities of HR in managing the enterprise structure

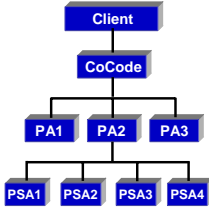




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Enterprise Structure

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

- **Client**
- **Company codes**
- **Personnel areas (PA)**
- **Personnel subareas (PSA)**



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Client


Client is a gateway to the OnePurdue systems.

The live or **production client** for Purdue University is numbered *100*.

- When you use the Web portal, you are logged on to this client by default: you do not have to enter a client code

Purdue also maintains several other clients, including several development, testing and training clients:

- There is no exchange of data among these clients or between them and the production client



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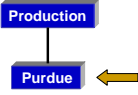
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Company Code

Company code is an accounting entity with its own set of general ledger accounts ("books").

There is only one company code in our client: *Purdue*, which is represented by the code PUR.

This code is usually entered by default in the **Company code** fields of all transaction screens.



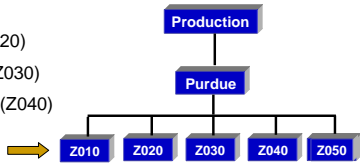
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Personnel Areas

The company code has five related **personnel areas**, which define the region where people work and attend class:

- Calumet (Z010)
- Fort Wayne (Z020)
- North Central (Z030)
- West Lafayette (Z040)
- IUPUI (Z050)

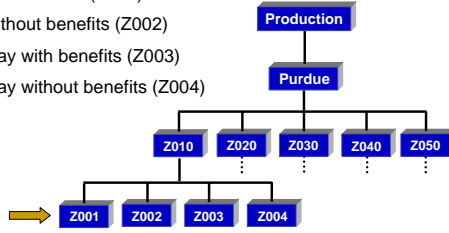


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Personnel Subareas

Personnel subarea defines the payroll and benefits eligibility of positions:

- Pay with benefits (Z001)
- Pay without benefits (Z002)
- Non-pay with benefits (Z003)
- Non-pay without benefits (Z004)

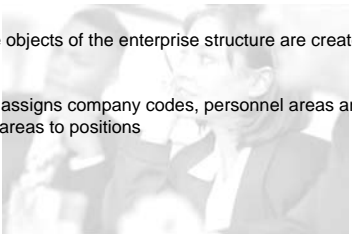


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HR's Role in the Enterprise Structure

HR's Role in the Enterprise Structure:

- The objects of the enterprise structure are created by HR
- HR assigns company codes, personnel areas and subareas to positions





Unit 2 – Summary

You can:

- Define the objects of the enterprise structure of HR master data
- Describe the responsibilities of HR in managing the enterprise structure