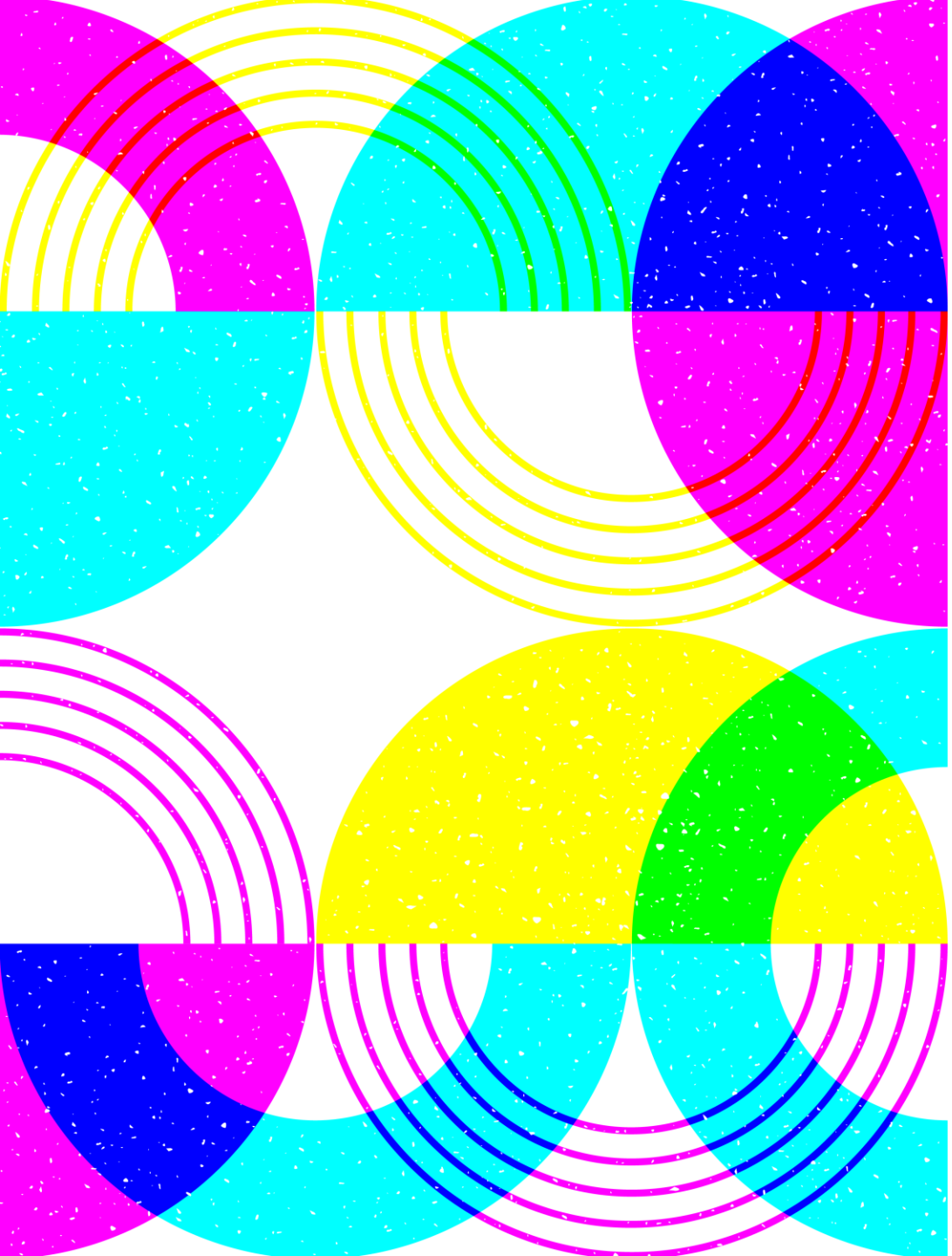


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From SMS 2.0 to Qmlativ: Rethinking Position Management

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Focus/Purpose of This Session



Provide Core Understanding of Qmlativ Position Management



Understand Key Differences between SMS 2.0 and Qmlativ

Agenda:

Position Control	Position Management Components	Live Example
• What is Position Control? • Difference between SMS 2.0 and Qmlativ	• Positions • Assignments • Supplements • Assignment Pay Types • Pay Schedules	• Create and fill a Position that splits time between buildings • Compare SMS 2.0 and Qmlativ

Position Control in SMS 2.0

Unique Combination of Position/Assignment/Building

Multiple Assignments Under a Single Position Control

Position Control in Qmlativ

Position Created for each Job

Assignments Created to Fill Individual Positions

Assignment Required to be Paid

Why Position Control?

- Unique Position Numbers
- Clear View of Filled/Vacant Positions
- Historical Tracking by Position or Employee

Position Management Components

Positions

The Jobs You Hire For	Hiring to fill a position vs replace an employee
Defines the Expectations of the Job	What is expected from the employee who fills this position?
Equates to Position Control Records in SMS	You will have more positions in Qmlativ than position control records in SMS

Assignments

Created for the Employee Filling the Position	Represents the employee filling the specific Position Number
Defines what the Employee is Actually Doing	Holds the employee's Days Worked, Hours Per Day, Pay, etc.
Equates to the Assignment Record in SMS	Assignments work the same conceptually

Supplements

Additional Pay that Increases Assignment Amount	Supplements are used for any pay that should be included in the total assignment/contract amount
Equates to SMS Add Ons	Add ons with matching pay codes contribute to assignment/contract amount in SMS

Assignment Pay Types

Additional Pay that does not Increase Assignment Amount	Used for all pay. Additional Assignment Pay Types are used for any jobs the employee works that are not hired for and do not increase the assignment/contract amount.
Equates to Add Ons or Pay Records in SMS	Add Ons with different pay codes or pay records not in Employee Management are used for this in SMS

Pay Schedules

Define when the Pay will be Paid to the Employee

Pay Schedules are specific to each Assignment Pay Type and are used to control when you want the specific pay to be included in Payroll

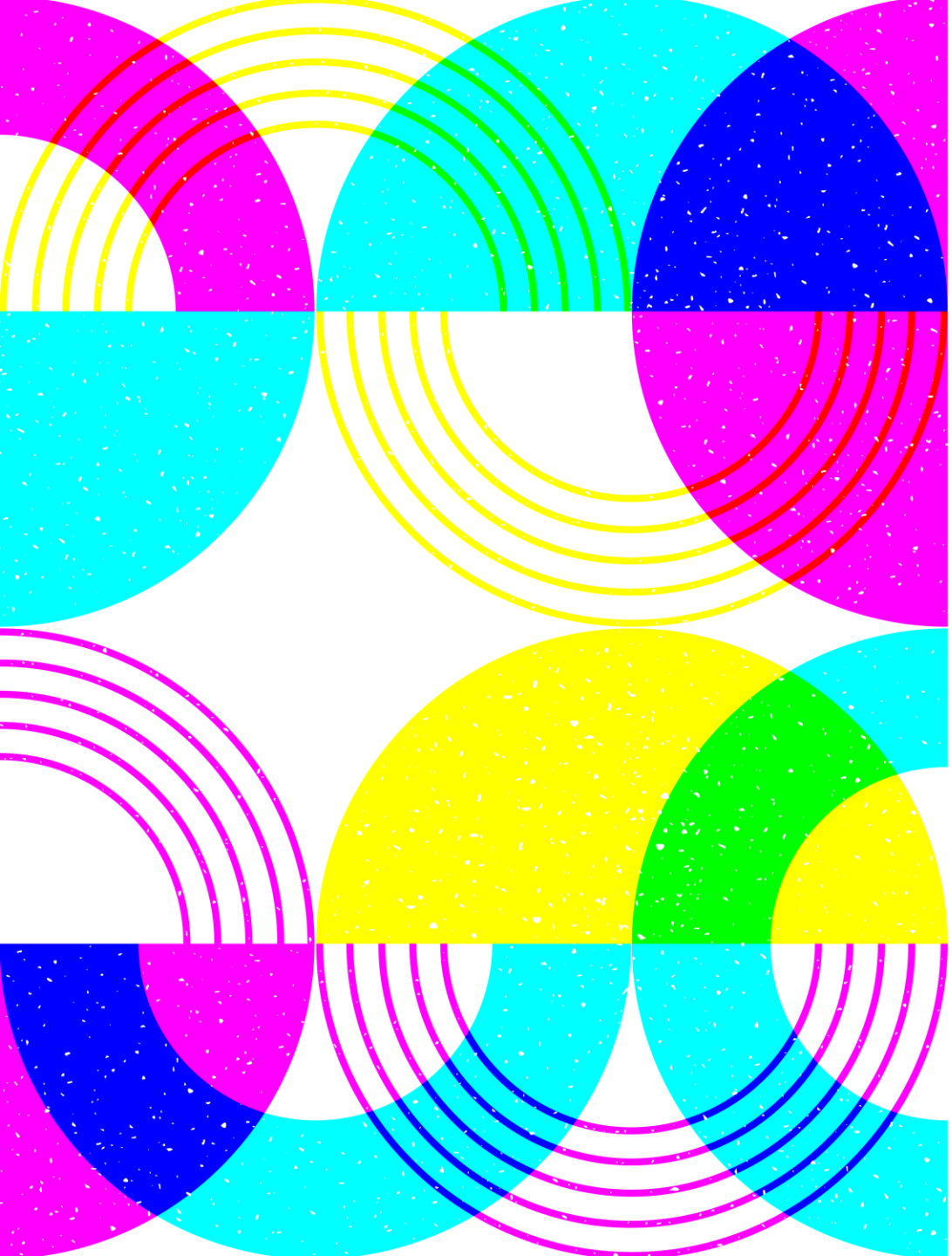
No SMS Equivalent

SMS does not define this up front. Closest thing to pay schedules in SMS is the Selection Parameters used in the Payroll Select to determine what is brought in

Live Demonstration

Takeaways

- Qmlativ leverages a truer Position Control approach
- Positions created to match the hired for job
- Employees need an Assignment to be paid
- Additional Pays handled as Supplements or additional Assignment Pay Types
- Pay Schedules to define when pay included in Payroll



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thank you!