

POSITION DATA MANAGEMENT

POSITION DATA MANAGEMENT: This UCPath functionality is required to hire and pay individuals. Position Data Management links FAU, job and person information within the system.*

*FAU change is not identified on this infographic.



CHANGES

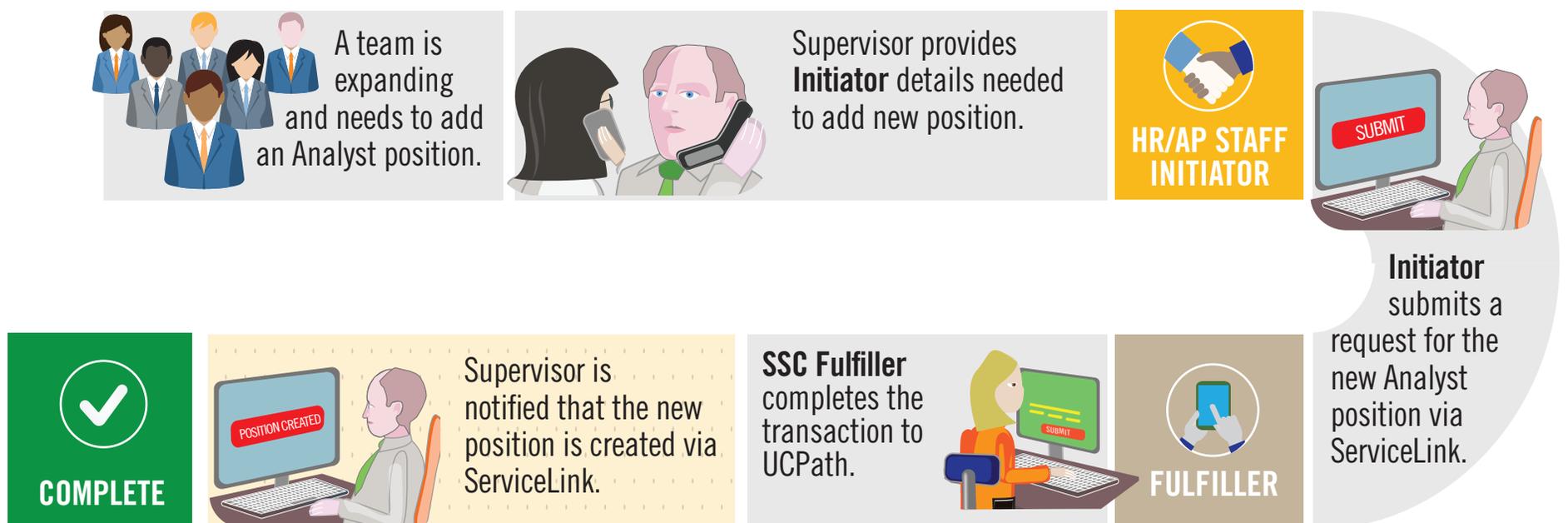
- Certain UCR business processes (hiring, reclassification, academic promotions and FAU changes) will now involve a Position Data Management component which must be synchronized across UCR's systems
- Position Data Management will lessen key entry and reduce transactional errors
- Position Data Management allows UCR to establish, manage and change FAUs that are shared by groups of employees

ROLES FOR POSITION DATA MANAGEMENT

 <p>HR/AP STAFF INITIATOR <i>(REQUIRED)</i></p> <p>May initiate request. Reviews requests submitted by Requesters. Accountable for the correctness of the transaction.</p>	 <p>APPROVER - DEPARTMENT <i>(CONDITIONAL)</i></p> <p>Approves FAU changes.</p>  <p>APPROVER - CENTRAL OFFICES <i>(CONDITIONAL)</i></p> <p>Approves certain high-risk position transactions.</p>	 <p>SSC FULFILLER <i>(REQUIRED)</i></p> <p>Processes request in UCPath. Resolves UCPath errors and communicates with departments on other issues. Marks transaction as complete.</p>	 <p>INQUIRERS (HR/AP STAFF & DEPT. /SSC FULFILLERS) <i>(OPTIONAL)</i></p> <p>Monitors overall request and has the ability to view the status of the request and tasks. May be the same person given the above roles.</p>
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POSITION MANAGEMENT MAP

Roadmap presents the most common business case.



Please note, an individual may assume one or many roles.

DID YOU KNOW?

POSITION MANAGEMENT: Separates the concept of a “position” from that of a “job” and a “person in a role.” The positions can change over time without necessarily moving the individual people into or out of these positions. Position Management is like an empty chair or box on an org chart that is given certain business attributes. The person who is assigned the chair, inherits those attributes while they are “in the chair.”

LEGEND

SSC: Shared Services Center  System Actions  People Actions PDM: Position Data Management

THE PROCESS IS SUCCESSFUL IF...

- ✓ Positions are established and persons who are hired can be associated with the position at Onboarding.