timeware®
Time and Attendance Software
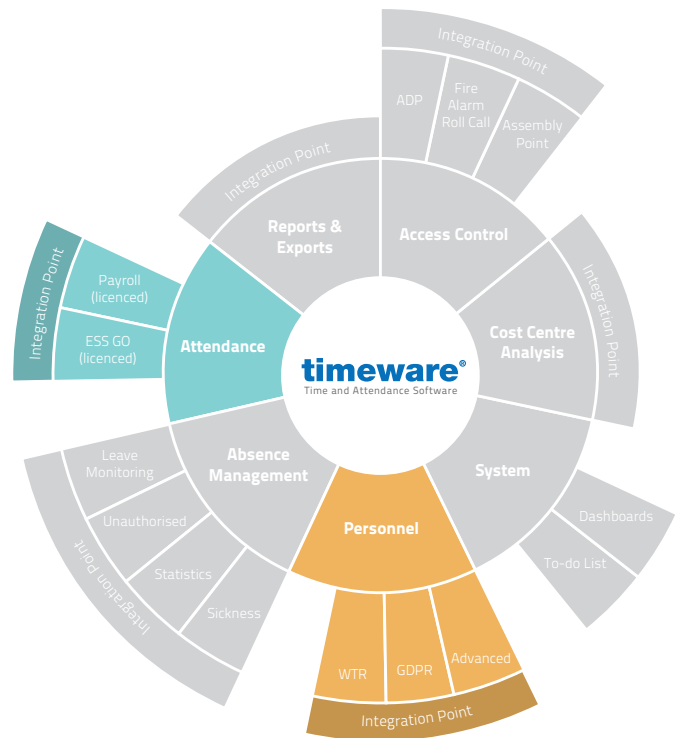
PeopleHR Integration datasheet:

access PeopleHR

Part code: EAI-PeopleHR
(Employee and Absence)

PeopleHR

PeopleHR is classed as an HRM system, as it provides the functionality for a range of HR processes, from recruitment and talent management to absence management. PeopleHR makes every day HR tasks much easier by automating laborious processes, and providing strategic management data at the push of a button. PeopleHR is cloud based with fully supported Android and iOS apps.

timeware®/PeopleHR Integration overview

timeware® has developed an integration that sits seamlessly between timeware® Professional and PeopleHR. This integration eliminates 'duplicate entry' and allows employee, personnel details and approved leave information created in PeopleHR to be passed directly to timeware®. Users of PeopleHR and timeware® Professional will see the two systems operating seamlessly, with one providing advanced HR features and the other providing robust yet flexible time management solution.

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timeware®/PeopleHR integration functions

timeware® Personnel

PeopleHR Employees

The API integration enables control of the transfer from PeopleHR Employees to timeware® Personnel.

timeware® Absences

PeopleHR Absences

The API integration enables control of the transfer of PeopleHR Absences to timeware® Absences.

Annual licence

The PeopleHR integration is enabled by an annual licence.

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Technical

Executed by the Event Agent.

Integration frequency determined during configuration.

Employee integration and absence integration operate independently.

Employees

The integration will transfer the fields listed below from new employees records in PeopleHR to the corresponding fields in new employee records in timeware® personnel.

PeopleHR Field	timeware® Field
Title	Title (Creates temployee_title record)
First Name (truncated 18)	First Name
Last Name (truncated 20)	Last Name
Known As (truncated 16)	Known As
Work Email	Email
Date of Birth	Date of Birth
Date of Commencement	Date Started with Company
Payroll number (truncate 25)	Paylink
Ni Number	Ni Code
Sex (truncated 6)	Sex
Nationality	Nationality (Creates temployee_nationality record)
Address (truncated 255)	Address
Post Code (truncated 10)	Post Code
Home Telephone (truncated 25)	Home Telephone
Mobile Telephone (truncated 25)	Mobile Telephone
Company grouping	timeware® grouping determined through command line
Location grouping	timeware® grouping determined through command line
Department groupings	timeware® grouping determined through command line
Date of termination has date set?	Employee Status set to 'Leaver'. If temployee_status 'Leaver' record doesn't exist, it will be created.

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Holidays

All holiday are processed through the 'Absence Engine'. This is a service within the script that calculates all entitlement and interrelated data necessary for integration into timeware®.

In PeopleHR, Holidays can be set to Half or Full days; paid or unpaid. This requires a tabsence_ref record to be created for each, if used.

The integration will transfer the fields listed below from new absence records in PeopleHR to the corresponding fields in new absence records in timeware® absence managemnet.

PeopleHR Field	timeware® Field
Holiday Type	Absence Type
Request Date	Called
Holiday Status	Authorisation
	Authorisation Finalised (set to true)
	Authorisation User Id (set to -1 'System')
	Restrict From (set to 1899/12/30 00:00:00)
	Restrict To (set to 1899/12/30 00:00:00)
	Restrict Duration (set to 1899/12/30 00:00:00)
	Force Absence (set to false)
	Force Absence Timepot (set to -1)
	Force Absence Duration (set to 1899/12/30 00:00:00)
	Require Update (set to true so absence displays correctly in timeware®)
Comments	Memo

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Technical

Sicknesses

All sicknesses are processed through the 'Absence Engine'. This is a service within the script that calculated all entitlement and interrelated data necessary for integration into timeware®.

In PeopleHR, sicknesses can be set to Quarter, Half or Full days; paid or unpaid. This requires a tabsence_ref record to be created for each, if used.

The integration will transfer the fields listed below from new absence records in PeopleHR to the corresponding fields in new absence records in timeware® absence managemnet.

PeopleHR Field	timeware® Field
Sick Reason	Absence Type
	Authorisation (set to 3 'Approved')
	Authorisation Finalised (set to true)
	Authorisation User Id (set to -1 'System')
	User Id (set to -1 'System')
	Restrict From (set to 1899/12/30 00:00:00)
	Restrict To (set to 1899/12/30 00:00:00)
	Restrict Duration (set to 1899/12/30 00:00:00)
	Force Absence (set to false)
	Force Absence Timepot (set to -1)
	Force Absence Duration (set to 1899/12/30 00:00:00)
	Require Update (set to true so absence displays correctly in timeware®)
Comments	Memo

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Other Events

All Other Events are calculated through the 'Absence Engine'. This is a service within the script that calculated all entitlement and interrelated data necessary for integration into timeware.

In PeopleHR, other events duration can be set by 'Start Time' and 'Finish Time' fields e.g. Start: 08:00 Finish 15:00. In order to integrate this into timeware®, the script uses the Restrict From and Restrict To fields.

The integration will transfer the fields listed below from new absence records in PeopleHR to the corresponding fields in new absence records in timeware® absence managemnet.

PeopleHR Field	timeware® Field
Other Events Reason	Absence Type
Other Events Status	Authorisation
	Authorisation Finalised (set to true)
	Authorisation User Id (set to -1 'System')
	User Id (set to -1 'System')
Start Time	Restrict From
Finish Time	Restrict To
	Restrict Duration (set to 1899/12/30 00:00:00)
	Force Absence (set to false)
	Force Absence Timepot (set to -1)
	Force Absence Duration (set to 1899/12/30 00:00:00)
	Require Update (set to true so absence displays correctly in timeware®)
Comments	Memo

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