

Effective Date: 10/26/04

Outbound Interface Record Layout					SAP Data Source				
Field Name	Desc	Length	Start Position	Functional Notes/Calculation/Translation	Value Table Reference	Table/Infotype	Field Name	Desc	Comments
Personnel Area	CHAR(4)	4	1		Enterprise Structure	HRP1008	PERSA	Personnel Area	Agency/Sub-Agency equivalent
Organization Unit	NUMC(8)	8	5			HRP1000	OBJID	Object ID	Numeric code that represents an organization (SAP assigned)
Organization Code	CHAR(12)	12	13			HRP1000	SHORT	Object Name	Org Code (from PAY1 conversion)
Organization Title	CHAR(40)	40	25			HRP1000	STEXT	Object Name	Description of the Org unit
Job ID	NUMC(8)	8	65			HRP1000	OBJID	Object ID	Numeric code that represents a job (SAP assigned)
Job Class Code	CHAR(12)	12	73			HRP1000	SHORT	Object Name	Job Class Code (from PAY1 conversion)
Job Title	CHAR(40)	40	85			HRP1000	STEXT	Object Name	Description of the Org unit
Job Start Date	DATS(8)	8	125			HRP1000	BEGDA	Start Date	Job effective Date
Job End Date	DATS(8)	8	133			HRP1000	ENDDA	End Date	Job validity End Date
Job Category	CHAR(2)	2	141		EEO Job Category	T5U13	EEOCT	Job Category	
Affirmative Action Category	CHAR(4)	4	143		AAP Category	T5U13	AAPCT	AAP Category	Affirmative Action Planning category to be assigned to a job
Pay Grade Type	CHAR(2)	2	147		Pay Structure	HRP1005	TRFAR	Pay Grade Type	similar to current merit system coding
Pay Grade Area	CHAR(2)	2	149		Pay Structure	HRP1005	TRFGB	Pay Grade Area	Bargaining Unit grouping
Range	CHAR(8)	8	151		Pay Structure	HRP1005	TRFG1	Lowest Eligible Group	Pay Scale group (similar to current salary range)
Lowest Eligible Level	CHAR(2)	2	159			HRP1005	TRFS1	Lowest Eligible Level	Pay scale level (similar to current PAY1 steps)
Highest Eligible Level	CHAR(2)	2	161			HRP1005	TRFS2	Highest Eligible Level	Pay scale level (similar to current PAY1 steps)
Minimum Salary	DEC(11.2)	14	163	13 digits with implied decimal point (11 left, 2 right), low order sign or blank		HRP1005	CPMIN	Lower limit of Pay Grade Level	Minimum Salary Amount
Maximum Salary	DEC(11.2)	14	177	13 digits with implied decimal point (11 left, 2 right), low order sign or blank		HRP1005	CPMAX	Upper limit of Pay Grade level	Maximum Salary Amount