Overview

This document reviews the steps on how to submit and approve an Employment Action for Salary Changes through the OPEN tab on the SAP Portal. The objective is for the user to access the Employee Request tile, navigate the Dashboard, initiate or approve an Employment Action.

Questions about Employment Actions can be answered on the HR Shared Services website https://ssc.jhmi.edu or by calling HRSS directly at 443-997-5828.

Accessing the Employment Action

Log into SAP and click on the “Open” icon

Click on the HR/Payroll Tab, then click on the Employment Actions tile to open the Dashboard
Submitting a Salary Change

1. To start an action, click the “New Action” icon located on the left corner of the page

2. In the “Employee” field type the name or pernr of the employee. A drop down appears with results. To select the employee, click on their name.

3. An information box at the top of the screen provides information about the employee

4. Use the drop downs to select Salary Change from the drop down, enter the Effective Date and select the “Why” from the dropdown. Then click on the “create” button.
5. The next screen produces the request number. Continue following the steps below until you get a confirmation the action has been submitted. Located at the top right corner or the screen for reference.

6. The “Edit” icon can be used to update the “Why” or “Type”. Click on the “Apply” button to make the change. If the Action needs to be changed use the back-arrow button on the right-hand corner of the screen.

7. Orange Message boxes display reminders or items that may need additional attention. Make sure to read these as the message may effect an employees pay.

8. Enter the New Semi-Monthly or New Hourly Rate in the “Rate Information” Box. Under “New
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Rate Details” the different information will display depending on employee’s attributes. Annual Amount and Change Amount/ Percentage will appear for all employees. “Current Rate Details” displays the rate information at the time of the effective date of the action.

9. Wage types can be removed, added or updated via “Additional Wage Types”. Click on the arrow to open or close this section.

10. Click on the “Continue to Labor Distribution” button to review Labor Distribution

11. Update the Labor Distribution as needed. For University employees more than 6 lines of Labor Distribution must be update via an Eform
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12. If Annual/Merit Increase, Annual/No Merit Increase or Lump Sum Merit/Annual Review is selected as the “Why” then a “Continue to Evaluation” button will appear. Click on the button to enter Evaluation information if applicable.

13. Two documents can be attached in the format of jpg/jpeg, png, msg, doc/docx, or pdf.

14. Enter comments for your approver in the Workflow tab.

15. Click the blue “Submit” button to forward the action to the next stage of approval(s).

16. Once the action has been submitted a pop up will appear at the top of the screen.
   a. Green Message “Action 12345678” has been successfully submitted”, means the action is moving to the next stage in the process for approvals.
   b. Green Message “Action 12345678” has been successfully posted to SAP”, the action was successfully submitted by the last approver and has been entered into SAP.
   c. Orange Warning “Action 123345678” will automatically be completed after payroll has been finalized”, the action has been successfully submitted by the last approver and will be entered into SAP once payroll has finalized.
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Approving an Employment Action

Once an Employment Action has been successfully submitted it flows through the appropriate approval(s) based on structural authorization. Approvers can approve, reject, edit or delete an action. Depending on established workflow for your area, there may be one or two approvers required for your action. Actions are loaded directly into SAP after an action has been successfully approved by the required approvals.

1. The “Approvals” tab presents action(s) that have been submitted and are awaiting approval. The circle next to the tab indicates the number of actions that need attention. If the circle is grey with a “0” it means no action(s) are pending. Users who have authorization to approve and initiate have both the “Employee Changes” and “Approvals” tab.

2. Click on a row to select and open an action

3. An information box at the top of the screen provides the below information about the employee:
   a. Name, PERNR, Position and Org Unit
   b. Pay: The pay cycle and exemption status
   c. Status: Displays the employee’s current status of Active, LOA with or without pay or Withdrawn in SAP
   d. Recent Actions: Displays the user who currently working the action. It also displays any action(s) for this employee that have already submitted or completed

   1. Does not show ISRs created or completed in SAP
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4. The “Edit” icon is disabled for making changes to the “Action type” and “Why”. *If a change needs to be made reject the action back to the initiator or delete the action.*

5. Orange Message boxes display reminders or items that may need additional attention.
6. Edits can be made to any of the open fields including Rate Information, Wage Information, Labor Distribution and evaluation.
7. View attachments from the initiator by hovering over the document. A pop up will appear with instructions on how to open the file.
8. The Workflow indicates the status and comments entered by the initiator, approvers or HR Shared Services. Comments can be entered in the open field box.
9. Change History is a record of changes made throughout the workflow process
   a. There will be no change history recorded until the initiator hits the submit button.
10. Once the form is ready for approval click on the green “Approve” button. The action will forward to the next approval stage or be entered in SAP.
11. The red “Reject” button
   a. Clicking on “Reject return to Initiator” returns the action back to initiator.
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i. Enterprise approvers have the option to reject back to the initiator or approver
b. Clicking on “Delete Request” will delete the action
   i. The initiator will see the status deleted status on their dashboard. After an
      action is deleted no other steps can be taken. The initiator must submit an new
      action for the employee

![Diagram showing options: Approve, Reject, Cancel]

12. Clicking the “Cancel” button returns the user to the Dashboard
13. Once the action is approved a pop up box appears at the top of the screen with information
    regarding the action