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HEWLETT-PACKARD PAYROLL (HPPAY)



Introduction

HPPAY is an application solution designed to automate the payroll functions of most businesses. Payroll is one of the most critical applications of any business. Our complete solution of software, documentation and tax updates, along with the availability of implementation and support services, reflects HP's commitment to help your customers meet their business and productivity objectives.

Overview

HPPAY has been designed to appeal to a broad range of perspective customers in the business community. HPPAY streamlines payroll operations, making it easy to collect employee work hours, convert those hours to gross earnings, and compute deductions and net pay. Major functions include: calculating payroll, printing checks, management reports, quarter-end and year-end reports and statements, accumulation of general ledger and job cost data, and an automated interface from HPPAY to the customer's general ledger package.

HPPAY is a table driven package, making it easy to tailor HPPAY to your specific business needs. Payroll has been streamlined by allowing system and employee tables to be maintained on-line and management reports to be produced either on-line or in paper format. In addition, HPPAY's report writer allows for the definition of special reports to meet specific management/payroll reporting requirements. Standard reports required for compliance with state and federal regulations are provided by HPPAY.

Features, Advantages, and Benefits

FEATURES

Extended Security in Defining User Access

Audit Reports

ADVANTAGES/BENEFITS

Data confidentiality.

Increased auditability; documents system maintenance for management/payroll.

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Menu/Table Driven	Increased user productivity; reduced learning time.
On-line Entry, Edit, and Update	Accurate and timely information; files are always up-to-date.
On-line Inquiry	Reduces need for paper reports; provides immediate access to current data.
Exception Based Payroll	Reduce clerical data entry; ensure accuracy of data.
User-defined Pay, Deduction, and Tax Types	Flexibility to meet current and future payroll requirements.
Report Writer	User may define reports to meet specific company needs.
Labor Distribution	User-defined posting structure reflects specific organizational requirements.
Automated Interface to HP General Ledger	Increased user productivity.
Automatic Check Deposit	Added convenience for employees.
Automatic Check Reconciliation	Minimize clerical data entry.
User-defined Organizational Structure	Adapts to growing and complex companies.

HPPAY provides increased flexibility and user productivity through product features such as:

- * Exception based payroll package.
- * Rate tables for common pay rates and deductions.
- * Automated check reversal/void.
- * Automated check reconciliation.
- * Mass add capability for rapid data entry.
- * Prepayroll proof report for review of checks prior to printing.

Market

HPPAY is designed for the HP 3000 to meet the needs of a wide range of customers. Table driven, HPPAY is a flexible package which meets the basic need of all industries.

Primary markets for HPPAY include divisions of large companies, as well as small to medium sized companies.

Target Customers

Accounting professionals -- controllers and accounting department managers -- will typically make the final decision to purchase and use HPPAY. More and more, these managers are turning to packaged software products due to long application development cycles and the rising cost of program maintenance.

The EDP manager will often have a great deal of influence on the buying decision. Also, Datamation reports that Personnel managers are gradually becoming part of the decision team for evaluating payroll packages. HPPAY has been designed with these audiences in mind.

Hardware Requirements

HPPAY requires a minimally configured HP 3000 system. The amount of memory needed will depend upon each system configuration, installation of other applications, and expectations regarding performance and terminal response time.

HPPAY requires MPE IV, Q Mit, or later release of the HP 3000 Fundamental Operating System, including V/3000, IMAGE/3000, and KSAM/3000.

Interactive CRT terminals must be HP block mode 262X or 264X units which are V/3000 compatible.

Questions and Answers

- Q. Can HPPAY allow for a 401K deduction?
- A. Yes. HPPAY provides the customer the ability to define what pay and deduction types are to be included or excluded in the taxable wage base.
- Q. What is the maximum number of pay types for an employee?
- A. Each employee can have a maximum of 30 pay types, 30 deductions, and 18 taxes. Each organization can have a maximum of 40 pay types.
- Q. What is the maximum number of employees HPPAY will process?
- A. The maximum number of employees HPPAY will process is dependent on the size of HP3000 purchased. Although there is no limit to the number of employees, we recommend that a complete payroll cycle be completed in eight hours or less. Based on the above recommendation, approximately 6000 employees could be processed in an eight-hour period on a HP 3000-68.
- Q. Can I mix hourly and salaried employees in the same payroll run?
- A. Yes. HPPAY allows for user-defined payroll frequencies. The user defines which frequencies will be processed for the payroll cycle; this can be a combination of different types of employees and pay/deduction/tax types.
- Q. Do I need to enter time cards for my salaried employees?
- A. No. HPPAY is an exception based payroll package. This means an employee's pay and deductions can be defined based on a predetermined rate or fixed amount. The use of user-defined payroll frequencies will determine which employees are to be paid.
- Q. What happens if I calculate payroll and find a data entry error?
- A. Payroll calculation is based on an organization or down to a single employee. If an error is found in a time card for an employee, correct the time card and recalculate payroll for that employee. No payroll files are updated until the checks are printed; therefore corrections can be made until the calculation is 100% correct. This eliminates the need for after payroll adjustments.

- Q. Can HPPAY be interfaced to HP and non-HP general ledger packages?
- A. Yes. HPPAY provides for a standard automated interface to HPFA and GA3000 general ledger packages. The source code, written in COBOL II, is provided for this interface. The interface program would need to be changed to match the file format of your general ledger package if it isn't HPFA or GA3000.
- Q. What is supplied with the purchase of HPPAY?
- A. HPPAY comes with the software to calculate payroll and four manuals. These manuals are: User's Manual, User's Reference Manual, System Reference Manual, and Report Writer Manual. In addition, HPPAY offers a full range of Assist products which can be purchased to assist in the implementation of the software. Once HPPAY has been implemented various support plans are available to meet your business needs.

What have you purchased -- HP's reputation and commitment to Quality and Service. The HPPAY product and services have been designed to make you successful in meeting your company's payroll needs.