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# PeopleSoft Enterprise Global Payroll for Argentina 9.0 PeopleBook

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**May 2009**

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# About This PeopleBook Preface

PeopleSoft Enterprise PeopleBooks provide you with the information that you need to implement and use PeopleSoft Enterprise applications from Oracle.

This preface discusses:

- PeopleSoft Enterprise application prerequisites.
- Application fundamentals.
- Documentation updates and printed documentation.
- Additional resources.
- Typographical conventions and visual cues.
- Comments and suggestions.
- Common elements in PeopleBooks.

**Note:** PeopleBooks document only elements, such as fields and check boxes, which require additional explanation. If an element is not documented with the process or task in which it is used, then either it requires no additional explanation or it is documented with common elements for the section, chapter, PeopleBook, or product line. Elements that are common to all PeopleSoft Enterprise applications are defined in this preface.

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## PeopleSoft Enterprise Application Prerequisites

To benefit fully from the information that is covered in these books, you should have a basic understanding of how to use PeopleSoft Enterprise applications.

You might also want to complete at least one introductory training course, if applicable.

You should be familiar with navigating the system and adding, updating, and deleting information by using PeopleSoft Enterprise menus, pages, or windows. You should also be comfortable using the World Wide Web and the Microsoft Windows or Windows NT graphical user interface.

These books do not review navigation and other basics. They present the information that you need to use the system and implement your PeopleSoft Enterprise applications most effectively.

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## Application Fundamentals

Each application PeopleBook provides implementation and processing information for your PeopleSoft Enterprise applications.

For some applications, additional, essential information describing the setup and design of your system appears in a companion volume of documentation called the application fundamentals PeopleBook. Most product lines have a version of the application fundamentals PeopleBook. The preface of each PeopleBook identifies the application fundamentals PeopleBooks that are associated with that PeopleBook.

The application fundamentals PeopleBook consists of important topics that apply to many or all PeopleSoft Enterprise applications. Whether you are implementing a single application, some combination of applications within the product line, or the entire product line, you should be familiar with the contents of the appropriate application fundamentals PeopleBooks. They provide the starting points for fundamental implementation tasks.

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## Documentation Updates and Printed Documentation

This section discusses how to:

- Obtain documentation updates.
- Download and order printed documentation.

### Obtaining Documentation Updates

You can find updates and additional documentation for this release, as well as previous releases, on Oracle's PeopleSoft Customer Connection website. Through the Documentation section of Oracle's PeopleSoft Customer Connection, you can download files to add to your PeopleBooks Library. You'll find a variety of useful and timely materials, including updates to the full line of PeopleSoft Enterprise documentation that is delivered on your PeopleBooks CD-ROM.

**Important!** Before you upgrade, you must check OracleMetaLink 3 for updates to the upgrade instructions. Oracle continually posts updates as the upgrade process is refined.

### See Also

OracleMetaLink 3, <https://metalink3.oracle.com/od/faces/index.jspx>

## Downloading Documentation

In addition to the complete line of documentation that is delivered on your PeopleBook CD-ROM, Oracle makes PeopleSoft Enterprise documentation available to you via Oracle's website. You can download PDF versions of PeopleSoft Enterprise documentation online via the Oracle Technology Network. Oracle makes these PDF files available online for each major release shortly after the software is shipped.

### See

Oracle Technology Network,  
<http://www.oracle.com/technology/documentation/psftent.html>.

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## Additional Resources

The following resources are located on Oracle's PeopleSoft Customer Connection website:

Resource	Navigation
Application maintenance information	Updates + Fixes
Business process diagrams	Support, Documentation, Business Process Maps
Interactive Services Repository	Support, Documentation, Interactive Services Repository
Hardware and software requirements	Implement, Optimize + Upgrade; Implementation Guide; Implementation Documentation and Software; Hardware and Software Requirements
Installation guides	Implement, Optimize + Upgrade; Implementation Guide; Implementation Documentation and Software; Installation Guides and Notes
Integration information	Implement, Optimize + Upgrade; Implementation Guide; Implementation Documentation and Software; Pre-Built Integrations for PeopleSoft Enterprise and JD Edwards EnterpriseOne Applications
Minimum technical requirements (MTRs)	Implement, Optimize + Upgrade; Implementation Guide; Supported Platforms
Documentation updates	Support, Documentation, Documentation Updates
PeopleBooks support policy	Support, Support Policy
Prerelease notes	Support, Documentation, Documentation Updates, Category, Release Notes
Product release roadmap	Support, Roadmaps + Schedules
Release notes	Support, Documentation, Documentation Updates, Category, Release Notes
Release value proposition	Support, Documentation, Documentation Updates,

Resource	Navigation
	Category, Release Value Proposition
Statement of direction	Support, Documentation, Documentation Updates, Category, Statement of Direction
Troubleshooting information	Support, Troubleshooting
Upgrade documentation	Support, Documentation, Upgrade Documentation and Scripts

## Typographical Conventions and Visual Cues

This section discusses:

- Typographical conventions.
- Visual cues.
- Country, region, and industry identifiers.
- Currency codes.

### Typographical Conventions

This table contains the typographical conventions that are used in PeopleBooks:

Typographical Convention or Visual Cue	Description
<b>Bold</b>	Indicates PeopleCode function names, business function names, event names, system function names, method names, language constructs, and PeopleCode-reserved words that must be included literally in the function call.
<i>Italics</i>	Indicates field values, emphasis, and PeopleSoft Enterprise or other book-length publication titles. In PeopleCode syntax, italic items are placeholders for arguments that your program must supply. We also use italics when we refer to words as words or letters as letters, as in the following: Enter the letter <i>O</i> .
Key+Key	Indicates a key combination action. For example, a plus sign (+) between keys means that you must hold down the first key while you press the second key. For ALT+W, hold down the ALT key while you press the W key.
Monospace font	Indicates a PeopleCode program or other code example.
“ ” (quotation marks)	Indicate chapter titles in cross-references and words that are used differently from their intended meanings.

Typographical Convention or Visual Cue	Description
... (ellipses)	Indicate that the preceding item or series can be repeated any number of times in PeopleCode syntax.
{ } (curly braces)	Indicate a choice between two options in PeopleCode syntax. Options are separated by a pipe (   ).
[ ] (square brackets)	Indicate optional items in PeopleCode syntax.
& (ampersand)	When placed before a parameter in PeopleCode syntax, an ampersand indicates that the parameter is an already instantiated object. Ampersands also precede all PeopleCode variables.

## Visual Cues

PeopleBooks contain the following visual cues.

### Notes

Notes indicate information that you should pay particular attention to as you work with the PeopleSoft Enterprise system.

**Note.** Example of a note.

If the note is preceded by *Important!*, the note is crucial and includes information that concerns what you must do for the system to function properly.

**Important!** Example of an important note.

### Warnings

Warnings indicate crucial configuration considerations. Pay close attention to warning messages.

**Warning!** Example of a warning.

### Cross-References

PeopleBooks provide cross-references either under the heading "See Also" or on a separate line preceded by the word *See*. Cross-references lead to other documentation that is pertinent to the immediately preceding documentation.

## Country, Region, and Industry Identifiers

Information that applies only to a specific country, region, or industry is preceded by a standard identifier in parentheses. This identifier typically appears at the beginning of a section heading, but it may also appear at the beginning of a note or other text.

Example of a country-specific heading: "(FRA) Hiring an Employee"

Example of a region-specific heading: "(Latin America) Setting Up Depreciation"

### Country Identifiers

Countries are identified with the International Organization for Standardization (ISO) country code.

### Region Identifiers

Regions are identified by the region name. The following region identifiers may appear in PeopleBooks:

- Asia Pacific
- Europe
- Latin America
- North America

### Industry Identifiers

Industries are identified by the industry name or by an abbreviation for that industry. The following industry identifiers may appear in PeopleBooks:

- USF (U.S. Federal)
- E&G (Education and Government)

## Currency Codes

Monetary amounts are identified by the ISO currency code.

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## Comments and Suggestions

Your comments and suggestions are important to us. We encourage you to send us your feedback about our PeopleBooks and other reference and training materials. Please include the release numbers for the PeopleTools and applications that you are currently using. Email your comments to

[PSOFT-INFODEV\\_US@ORACLE.COM](mailto:PSOFT-INFODEV_US@ORACLE.COM).

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## Common Elements Used in PeopleBooks

<b>As of Date</b>	The last date for which a report or process includes data.
<b>Business Unit</b>	An ID that represents a high-level organization of business information. You can use a business unit to define regional or departmental units within a larger organization.
<b>Description</b>	Enter up to 30 characters of text.
<b>Effective Date</b>	The date on which a table row becomes effective; the date that an action begins. For example, to

close out a ledger on June 30, the effective date for the ledger closing would be July 1. This date also determines when you can view and change the information. Pages or panels and batch processes that use the information use the current row.

**Once, Always, and Don't Run**

Select Once to run the request the next time the batch process runs. After the batch process runs, the process frequency is automatically set to Don't Run.

Select Always to run the request every time the batch process runs.

Select Don't Run to ignore the request when the batch process runs.

**Process Monitor**

Click to access the Process List page, where you can view the status of submitted process requests.

**Report Manager**

Click to access the Report List page, where you can view report content, check the status of a report, and see content detail messages (which show you a description of the report and the distribution list).

**Request ID**

An ID that represents a set of selection criteria for a report or process.

**Run**

Click to access the Process Scheduler request page, where you can specify the location where a process or job runs and the process output format.

**SetID**

An ID that represents a set of control table information, or TableSets. TableSets enable you to share control table information and processing options among business units. The goal is to minimize redundant data and system maintenance tasks. When you assign a setID to a record group in a business unit, you indicate that all of the tables in the record group are shared between that business unit and any other business unit that also assigns that setID to that record group. For example, you can define a group of common job codes that are shared between several business units. Each business unit that shares the job codes is assigned the same setID for that record group.

**Short Description**

Enter up to 15 characters of text.

**User ID**

An ID that represents the person who generates a transaction.



# PeopleSoft Enterprise Global Payroll for Argentina Preface

This preface discusses:

- PeopleSoft products.
- PeopleSoft Enterprise HRMS Application Fundamentals.
- PeopleBook structure.
- Global Payroll documentation.

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## PeopleSoft Products

This PeopleBook refers to the following PeopleSoft product: PeopleSoft Enterprise Global Payroll for Argentina.

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## PeopleSoft Enterprise HRMS Application Fundamentals

Additional, essential information describing the setup and design of your system appears in a companion volume of documentation called *PeopleSoft Enterprise HRMS 9.0 Application Fundamentals PeopleBook*.

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## PeopleBook Structure

PeopleSoft PeopleBooks follow a common structure. By understanding this structure, you can use this PeopleBook more efficiently.

The PeopleBooks structure conveys a task-based hierarchy of information. Each chapter describes a process that is required to set up or use the application. Chapter sections describe each task in the process. Subsections within a section describe a single step in the process task.

Some PeopleBooks may also be divided into parts. PeopleBook parts can group together similar implementation or business process chapters within an application or group together two or more applications that integrate into one overall business solution. When a book is divided into parts, each part is divided into chapters.

The following table provides the order and descriptions of chapters in a PeopleBook:

Chapters	Description
Preface	<p>This is the chapter you're reading now. It explains:</p> <p>How to use the Application Fundamentals book.</p> <p>How PeopleBooks are structured.</p> <p>How Global Payroll documentation is structured.</p>
Getting Started With...	<p>This chapter discusses product implementation guidelines. It explains:</p> <p>The business processes documented within the book.</p> <p>Integrations between the product and other products.</p> <p>A high-level documentation to how our documentation maps to the overall implementation process; it doesn't offer step-by-step guidance on how to perform an actual implementation.</p>
Navigation	<p>(Optional) Some PeopleSoft applications provide custom navigation pages that contain groupings of folders that support a specific business process, task, or user role. When an application contains custom navigation pages, this chapter provides basic navigation information for these pages.</p> <p><b>Note.</b> Not all applications have delivered custom navigation pages.</p>
Understanding...	<p>(Optional) This is an introductory chapter that broadly explains the product and the functionality within the product.</p>
Setup and Implementation	<p>This can be one or more chapters. These chapters contain documentation to assist you in setting up and implementing the product. For example, if functionality X is part of a product, this chapter would be devoted to explaining how to set up functionality X, not necessarily how to use functionality X. You would look to the corresponding business process chapter to learn how to use the</p>

	<p>functionality.</p> <p><b>Note.</b> There may be times when a small amount of business process information is included in a setup chapter if the amount of business process documentation was insufficient to create a separate section in the book.</p>
Business Process	<p>This can be one or more chapters. These chapters contain documentation that addresses specific business processes with each chapter generally devoted to a specific functional area. For example, if functionality X is part of a product, this chapter would be devoted to explain how the functionality works, not necessarily how to set up functionality X. You would look to the corresponding setup and implementation chapter to learn how to set up the functionality.</p> <p><b>Note.</b> There may be times when a small amount of setup and implementation information is included in a business process chapter if the amount of setup and implementation documentation was insufficient to create a separate chapter in the book.</p>
Appendixes	<p>(Optional) If the book requires it, one or more appendixes might be included in the book. Appendixes contain information considered supplemental to the primary documentation.</p>
Delivered Workflow Appendix	<p>(Optional) The delivered workflow appendix describes all of the workflows that are delivered for the application.</p> <p><b>Note.</b> Not all applications have delivered workflows.</p>
Reports Appendix	<p>(Optional) This appendix contains an abbreviated list of all of the product's reports. The detailed documentation on the use of these reports is usually included in the related business process chapter.</p>

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# Global Payroll Documentation

This section discusses:

- Global Payroll application design.
- Global Payroll documentation structure.
- Documentation roadmap.
- Documentation audiences.

## Global Payroll Application Design

Because the structure of the Global Payroll documentation is similar to the design of the application, the best way to understand the documentation is to understand the design of the product itself.

Global Payroll is composed of two complementary parts:

- A core payroll application that includes:
  - A payroll rules engine.
  - A payroll processing framework.
  - Processes and setup steps that apply to all countries.
- Country extensions that include:
  - Statutory and customary objects (payroll rules, payroll processes, reports, additional country-specific pages, and self-service applications).
  - Country-specific rules and elements.

## Global Payroll Documentation Structure

Like the application, the documentation for Global Payroll consists of two parts: a core book and separate country extension books.

### Core Documentation

Like the core portion of the application, which applies to all countries and enables you to develop rules and process a payroll regardless of location, the core book is country-neutral. Thus, while it describes the core set of tools that you can use to develop a payroll, it doesn't discuss the local country rules that have been set up for you. For information about how PeopleSoft applications have extended core capabilities to meet local requirements, refer to the country extension documentation.

### Country Extension Documentation

Just as country extensions in the application address local needs, the country extensions in the documentation cover local functionality. This includes:

- Any core feature with local extensions.
- Country-specific rule setup.

- PeopleSoft-delivered rules and tables.
- Country-specific pages.
- Country-specific reports.
- PeopleSoft Enterprise Human Resources Management Systems (PeopleSoft Enterprise HRMS) setup, such as bank definitions, that varies by country.
- Implementation information that varies by country.

## Documentation Roadmap

The core and the country extension documentation complement each other; you should, therefore, read both sets of documentation.

### What to Read When

You can approach the documentation in the following way:

- If a process setup is shared between the core application and the country extension, read the core documentation first and then the country extension documentation.

For example, banking is a feature that you first define in the core application and then often continue defining in the country extension. To understand the setup, you should first read the banking chapter in the core documentation and then the banking chapter in the country extension documentation.

- If a process is set up only in the core application, read the core documentation.
- If a process is set up only in the country extension, read the country extension documentation.

## Documentation Audiences

We've identified the following audiences for the documentation:

- Technical

Technical readers who are interested in the technical design of the product should begin by reading the Introducing the Core Application Architecture section of the core documentation, as well as the background processing information that is mentioned in many of the other sections.

**See** *PeopleSoft Enterprise Global Payroll 9.0 PeopleBook*, "Introducing the Core Application Architecture."

- Functional

Functional readers who are interested in defining rules should begin by reading the country-specific functionality described in the country extension documentation. Functional readers can continue to learn about how to use the tools in the core application by reading the sections on defining payroll elements, such as earnings and deductions, in the core documentation.

- Managerial

Managerial readers should begin by reading the introductory sections of both the core documentation and the country extension documentation to get a high-level overview of the PeopleSoft Global Payroll product.

**Note.** To fully understand Global Payroll, technical or functional persons who are involved in the product implementation should read the core documentation and the applicable country extension documentation in their entirety.

# Getting Started with Global Payroll for Argentina

This chapter provides an overview of Global Payroll for Argentina and discusses:

- Global Payroll for Argentina business processes.
- Global Payroll for Argentina integrations.

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## Global Payroll for Argentina Overview

Global Payroll for Argentina delivers elements, rules, pages, processes, and reports that work with the PeopleSoft Global Payroll core application to form a complete payroll package for Argentina. Using Global Payroll for Argentina, you can perform the following processes:

- Define earnings.  
Earnings include the base salary, Annual Bonus (SAC), overtime, nightly overtime, and different leaves.
- Define deductions.  
Deductions include retirement, INSSJP (National Institute of Social Services for Retirees and Pensioners), and Social Security.
- Define and process garnishments.
- Calculate and process Social Security and income tax.
- Track absences and vacations for employees.
- Calculate termination pay and adjust or reverse an employee's check.
- Generate payslips, process banking, and generate reports.

### See Also

Understanding Global Payroll for Argentina

---

## Global Payroll for Argentina Business Processes

Global Payroll for Argentina provides these business processes:

- Earnings.
- Annual Bonus (SAC).

- Average salary.
- Overtime.
- Nightly overtime.
- Deductions.
- Garnishments.
- Social Security.
- Income tax.
- Annual Income Tax adjustment.
- Absences.
- Vacations.
- Termination pay.
- Net-to-gross payments.
- Payslips.
- Banking.
- SIJP (*Sistema Ingresado de Jubilaciones y Pensiones*).
- SICORE (*Sistema de Control de Retenciones*).
- Form. 649 AFIP.
- Legal Book Law 20744 Art. 52.

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## Global Payroll for Argentina Integrations

Global Payroll for Argentina integrates with these applications through the core Global Payroll application:

- PeopleSoft Enterprise Human Resources.
- PeopleSoft Enterprise Time and Labor.
- PeopleSoft Enterprise General Ledger.

Integration considerations are discussed in the core Global Payroll PeopleBook.

### See Also

*PeopleSoft Enterprise Global Payroll 9.0 PeopleBook*, "Working with Payee Data"

*PeopleSoft Enterprise Global Payroll 9.0 PeopleBook*, "Integrating with PeopleSoft Enterprise Time and Labor"

*PeopleSoft Enterprise Global Payroll 9.0 PeopleBook*, "Integrating with PeopleSoft Enterprise General Ledger"

# Understanding Global Payroll for Argentina

Global Payroll for Argentina is a country extension of the core Global Payroll application. It provides the payroll rules, elements, and absence processes needed to run an Argentina payroll.

This chapter provides an overview of Global Payroll for Argentina and discusses:

- Global Payroll for Argentina business processes.
- Delivered elements for Argentina.
- Element naming conventions in Argentina.
- How to view delivered elements for Argentina.

---

## Global Payroll for Argentina Business Processes

Global Payroll for Argentina supports these business processes:

- Earnings

Global Payroll for Argentina enables you to define and process different types of earnings, including base salary, bonuses, overtime, nightly overtime, and net salary with grossing up.

- Aguinaldo (Complementary Annual Bonus)

You can calculate the Aguinaldo to be paid to employees. Aguinaldo amounts are based on the best salary in the last half-year and are prorated according to the number of days worked during this period.

This Complementary Annual Bonus is paid in June and December (half of the best salary, prorated based on the number of worked days in the half year period). Aguinaldo can be paid either with the monthly salaries in a regular payroll, or through a special payroll. The payroll process includes the calculation process for this annual bonus only when the value of the variable SAC VR PAG EN JUN? or SAC VR PAG EN DIC? is 1(true) for the corresponding calendar.

- Overtime

Define the hourly rate value per month using the value of a simple hour.

- Deductions

Global Payroll for Argentina enables you to define and process many different types of deductions for Argentina including before tax, after tax, and non-taxable deductions. Examples of deductions include garnishments and *litis* expenses.

- **Social Security**  
Global Payroll for Argentina can calculate and process different aspects of Social Security, including retirement, INSSJP, and Social Security. You can generate several Social Security reports and interfaces, including SIJP (*Sistema Ingresado de Jubilaciones y Pensiones*).
- **Income Tax**  
Global Payroll for Argentina enables you to calculate income tax and you can generate the interface SICORE.
- **Annual Income Tax Adjustment**  
Global Payroll for Argentina enables you to process the calculation of the year-end tax and determine whether the company has retained the right tax amount during the monthly processes.
- **Absences**  
You can track and define different types of absences including maternity leave, general illness, study leave, and so on. You can create rules for other absence types, such as for paid-permitted and unpaid-permitted and for overlapping absences (such as illness during vacation).
- **Vacations**  
Global Payroll for Argentina enables you to record and track vacations. You can generate vacation entitlements and so on.
- **Grossing Up**  
Global Payroll for Argentina enables you to assign a net pay salary to an employee. To do so, a net pay code rate and a net pay eligibility group (both delivered) should be assigned to the employee. The payroll process compensates the difference between the gross and the net established in a special earning.
- **Termination pay**  
You can calculate the final check amount for terminated employees.
- **Payslips**  
You can generate payslips using Global Payroll for Argentina. If you purchased PeopleSoft Enterprise ePay, your employees can view their payslips online.
- **Banking**  
You can define source bank and payee bank information. You can run the banking process and specify payment instructions to the bank. The system generates flat files for two Argentina banks: Nacion and Galicia.
- **Legal Book**  
You can generate the legal book provided for Art. 52 Law 20744.

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## Delivered Elements for Argentina

Global Payroll defines each business process for Argentina in terms of delivered elements and rules. Some of these elements and rules are specifically designed to meet legal requirements, while others support common or customary payroll practices.

This section discusses:

- Delivered element creation.
- Element ownership and maintenance.

### Delivered Element Creation

All of the elements delivered as part of the country extension were created using the core application—the same application used to create additional elements and configure existing elements delivered as part of the Global Payroll system. Because the tools needed to redefine or create new payroll elements are fully documented in the core application PeopleBook, the information is not discussed here. Rather, this document briefly reviews the relationship between the core application, which contains the tools you need to define your own elements, and the country extensions, which contain country-specific rules and elements defined by PeopleSoft.

The Core application:

- Consists of a payroll rules engine.

The rules engine is a flexible tool that enables users to define the rules of their payroll system and perform payroll and absence calculations. Global Payroll does not embed payroll-specific logic or computations in application code. Instead, it specifies all business application logic (such as earnings, deductions, absences, and accumulators) in terms of payroll rules. Global Payroll enables you to enter and maintain payroll rules through a set of pages and offers comprehensive features that enable you to work in your preferred language or currency.

- Provides a payroll-processing framework.

The payroll-processing framework provides a flexible way to define and run payroll and absence processing flows (such as calendars, run types, pay periods, and process lists).

Country extensions:

- Are built using the core application.
- Consist of statutory and customary objects, such as country-specific payroll rules, elements, payroll processes, reports, pages, and self-service applications.

## Element Ownership and Maintenance

The delivered elements of the Global Payroll country extension for Argentina are classified based on whether they are owned and maintained by the user or predefined in the PeopleSoft system. Some elements are predefined in the PeopleSoft system and cannot be modified or reconfigured. Others can be configured to meet requirements that are unique to a particular organization.

### Element Ownership in Global Payroll

This table lists and describes the five categories of element ownership:

<b>PS Delivered/Maintained</b> (PeopleSoft-delivered and maintained)	Elements delivered and maintained on an ongoing basis by Oracle.
<b>PS Delivered/Not Maintained</b> (PeopleSoft-delivered but not maintained)	Elements delivered by Oracle that the customer must maintain. This category consists primarily of either customary, nonstatutory rules, or statutory elements that customers may want to define according to a different interpretation of the rules. Although Oracle may occasionally update elements defined as <i>PS Delivered/Not Maintained</i> , you are not required to apply these updates.
<b>Customer Maintained</b>	Elements created and maintained by your organization. Oracle does not deliver rules defined as Customer Maintained.
<b>PS Delivered/Customer Modified</b> (PeopleSoft-delivered and customer-maintained)	Elements that were originally PS Delivered/Maintained elements over which the customer has decided to take control. This change is irreversible.
<b>PS Delivered/Maintained/Secure</b>	Delivered elements that the customer can never modify or control.

### Element Ownership in Global Payroll for Argentina

Of the five ownership types described here, Global Payroll for Argentina defines elements only as *PS Delivered/Not Maintained*. This enables you to modify, update, and reconfigure delivered elements to meet your own unique requirements.

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## Element Naming Conventions in Argentina

Understanding the naming convention that is developed for PeopleSoft-delivered elements can help you determine how an element is used, the element type, and the functional area it serves.

This section discusses:

- Naming conventions.
- Functional area codes.

- Element type codes (PIN\_TYPE).

## Naming Conventions

This section discusses the naming conventions for:

- Primary elements.
- Supporting elements.
- Component names (suffixes).
- Element abbreviations.

### Primary Elements

Primary elements, such as earnings, deductions, absence take, and absence entitlement elements, do not contain functional area codes or element type codes in their names. Primary elements have names that identify their functions and element types without the use of additional codes.

For example, the name of the earnings element SALARY identifies this element as earnings (Salary) and, more specifically, as a salary element.

### Supporting Elements

For supporting elements (such as variables, formulas, dates, and durations), PeopleSoft Global Payroll for Argentina uses this naming convention: FF TT NAME.

- FF: Functional area code.
- TT: Type of supporting element.
- NAME: Based on a term in Spanish and provides a further means of identifying the element.

**Note.** This naming convention applies to these element types: arrays, brackets, counts, dates, durations, formulas, rate codes, variables, historical rules, fictitious calculation rules, proration rules, rounding rules, writable arrays, and generation control conditions.

### Component Names (Suffixes)

In Global Payroll for Argentina, suffixes are used to name the components of earnings and deduction elements. When you create an earning, deduction, or absence element in Global Payroll, you must define the components that make up the element, such as base, rate, unit, and percentage. The system automatically generates the components and accumulators for the element based on the calculation rule or accumulator periods that are used. The system also names the components and accumulators by appending a suffix to the element's name.

For example, suppose that you define the EARN1 earnings element with the following calculation rule:

$$\text{EARN1} = \text{Rate} \times \text{Unit}$$

The system automatically creates two additional elements for the components in the calculation rule by appending the suffixes `_RATE` and `_UNIT` to the name of the earning:

- Rate element: `EARN1_RATE`.
- Unit element: `EARN1_UNIT`.

In Global Payroll for Argentina, all components and accumulators include the separator and country designation, `_ARG`.

In Global Payroll, all suffixes fall into one of the following types:

- Separator.
- Earnings or deductions component suffixes.
- Earnings or deductions accumulator suffixes.
- Deduction arrears component suffixes.
- Deduction arrears accumulator suffixes.
- Deduction recipient suffixes.
- Absence entitlement component suffixes.
- Absence entitlement accumulator suffixes.

**Note.** To view all of the suffixes defined for Argentina, use the [Element Suffixes](#) page in Global Payroll.

**See** *PeopleSoft Enterprise Global Payroll 9.0 PeopleBook*, "Defining General Element Information."

### **Element Abbreviations**

Many Argentinean elements contain abbreviations that provide additional information about their use in the system, beyond that provided by functional area codes or element type codes.

For example, consider the Global Payroll for Argentina duration element `GEN DR AÑOS SERV`:

- The functional area code `GEN` indicates that this element is used across various functional areas.
- The element type code `DR` identifies the element as a duration element.
- The abbreviation `AÑOS SERV` (Service Years) provides additional information about how the element measures time.

As you become more familiar with the payroll rules created for Argentina, these abbreviations can help you further identify and understand the role played by each element.

This table lists the most common abbreviations used for element names in Global Payroll for Argentina:

<b>Abbreviation</b>	<b>Spanish</b>	<b>English</b>
#	<i>Número</i>	Number
%	<i>Porcentaje</i>	Percentage
ACT	<i>Actual</i>	Current
ACUM	<i>Acumulado</i>	Balances
SAC	<i>Aguinaldo</i>	Annual Bonus
ANU	<i>Anual</i>	Annual
ANV or ANIV	<i>Aniversario</i>	Anniversary
ASIG	<i>Asignar</i>	Assign
ASIST	<i>Asistencia</i>	Assistance
CAL	<i>Calendario</i>	Calendar
CALC	<i>Cálculo</i>	Calculation process
CIA	<i>Compañía</i>	Company
DED	<i>Deducción</i>	Deduction
DEV	<i>Devolución</i>	Return
DIF	<i>Diferencia</i>	Difference
EFE	<i>Efectivo</i>	Cash
EXC or EXCE	<i>Excedente</i>	In excess
EXE or EXENT	<i>Exento</i>	Nontaxable
FIJ	<i>Fijo</i>	Fix
FRE or FREC	<i>Frecuencia</i>	Frequency
GR, GRAV, GRAVA, or GRAVAD	<i>Gravable</i>	Taxable
IMP	<i>Impuesto o Importe</i>	Tax or amount
INC or INCAP	<i>Incapacidad</i>	Disability
ING	<i>Ingresos</i>	Earnings
LIM	<i>Límite</i>	Limit or Boundary
LIQ or LIQUIDAC	<i>Liquidación</i>	Layoff
MIN	<i>Mínimo</i>	Minimum
NEG	<i>Negativo</i>	Negative
PER	<i>Periodo</i>	Period
PERC	<i>Percepciones</i>	Earnings
PRM or PROM	<i>Promedio</i>	Average
PROP	<i>Proporción o Proporcional</i>	Proportion or proportional
RET	<i>Retención</i>	Retention

Abbreviation	Spanish	English
RETRO	<i>Retroactivo</i>	Retroactive
RNG	<i>Rango</i>	Rank
RSGO	<i>Riesgo</i>	Risk
SAL	<i>Salario</i>	Salary
SDO	<i>Sueldo</i>	Salary
SEGM	<i>Segmento</i>	Segment
SUB	<i>Subsidio</i>	Subsidy
TOT	<i>Total</i>	Total
TRA or TRAB	<i>Trabajado</i>	Worked
ULT	<i>Último</i>	Last
UNI or UNID	<i>Unidades</i>	Units
VAC or VACAC	<i>Vacaciones</i>	Vacations
VAR or VARIAB	<i>Variable</i>	Variable
X	<i>Por</i>	Per

### Functional Area Codes

Many elements include a three-letter functional area code in their names. This code identifies the functional area supported by an element.

This table lists the functional area codes used in the names of Global Payroll for Argentina elements:

Functional Area Code	Description (Spanish, English)
GAN	<i>Ganancias</i> (income tax)
SAC	<i>Sueldo Anual Complementario o Aguinaldo</i> (annual bonus)
AUS	<i>Ausentismo</i> (absences)
DED	<i>Deducciones</i> (deductions)
GEN	<i>General - Independiente de área funcional</i> (general use independent of functional area)
OBS	<i>Obra Social</i> (social security – health care)
BAJ	<i>Bajas y Liquidaciones Finales</i> (terminations)
EMB	<i>Embargos y Litis expenses</i> (garnishments)
PER	<i>Percepciones</i> (earnings)
GRS	<i>Grossing Up</i> (gross-up earnings)
JUB	<i>Jubilación</i> (social security – retirement plans)

LIC	<i>Licencias (leaves)</i>
VAC	<i>Vacaciones (vacations)</i>
FAM	<i>Asignaciones Familiares (family allowances)</i>

### Element Type Codes (PIN\_TYPE)

This table contains the codes for all element types. Because Global Payroll for Argentina is not delivered with all element types, some of the following codes do not appear in the names of Global Payroll for Argentina elements:

Element Type	Description
AE	Absence entitlement
AT	Absence take
AC	Accumulator
AR	Array
AA	Auto assigned
BR	Bracket
CT	Count
DT	Date
DD	Deduction
DR	Duration
ER	Earnings
EG	Element group
EM	Error message
FC	Fictitious calculation
FM	Formula
GC	Generation control
HR	Historical rule
PR	Process
PO	Proration rule
RC	Rate code
RR	Rounding rule
SE	Section
SY	System element
VR	Variable
WA	Writable array

---

## Viewing Delivered Elements for Argentina

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Global Payroll for Argentina. Instructions for running the query are provided in the PeopleSoft Enterprise Global Payroll PeopleBook.

### **See Also**

*PeopleSoft Enterprise Global Payroll 9.0 PeopleBook*, "Viewing Delivered Elements"

# Updating Absences

This chapter provides an overview of absence entry in Global Payroll for Argentina and discusses how to view delivered absence elements.

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## Understanding Absence Entry in Global Payroll for Argentina

This section provides an overview of absences and discusses:

- Absence entitlements.
- Absence types.

### Understanding Absences

Global Payroll for Argentina delivers predefined rules for processing absences due to vacation, illness, maternity, work accidents, and other reasons. These rules are designed in accordance with Argentina's statutory requirements. You can modify many of these rules to reflect the absence policies specific to your organization.

This chapter supplements the absence documentation provided in the PeopleSoft Enterprise Global Payroll PeopleBook. Before you begin reading about absence functionality in Global Payroll for Argentina, you should read the absence chapters of the PeopleSoft Enterprise Global Payroll PeopleBook to develop a basic understanding of the concepts behind Global Payroll absence processing.

An absence is any event for which an employee fails to comply with the scheduled work time. Absences must be recorded in the system so that the appropriate adjustments are made to an employee's salary. Absences are also recorded to keep track of an employee's absence history.

Global Payroll has two types of absence elements:

- An *absence entitlement* is the amount of paid time off that a payee is entitled to take for each category of absence.

For example, payees may be entitled to receive 10 days of paid time off each year because of school exams.

- An *absence take* is the amount of time off that a payee takes.

### Absence Entitlements

The following table lists absence entitlements for Global Payroll for Argentina:

Element Name	Description
ACC A/C ART	Accident Labor Risks Assurance

Element Name	Description
ACC A/C EMP	Accident charged to employer
ENFERMEDAD	Sickness entitlement
EXAMEN	Study entitlement
FALL FAM DIR	Close relative death leave entitlement
FALL HERMANO	Sibling death leave entitlement
MATERNIDAD	Maternity entitlement
MATRIMONIO	Marriage entitlement
NACIMIENTO	Birth entitlement
VACACIONES	Vacations entitlement
SIN SUELDO	Leave without pay

### Accident Labor Risks Assurance and Accident Charged to Employer

An employee takes this absence entitlement until he or she can return to the workplace or until declaring a total, permanent work disability.

The employer pays for the first ten days of this absence type. Then the ART (Labor Risk Insurance) Company handles the remaining payments.

### Sickness Entitlement

The length of time that an employee can use this entitlement depends on the employee's seniority and whether the employee has any dependents. The following table describes the effect of these factors on the length of the entitlement:

Seniority	Dependents	Length of Sickness Entitlement (Months)
Fewer than five years.	No	3
Fewer than five years.	Yes	6
More than five years.	No	6
More than five years.	Yes	12

### Study Entitlement

An employee can use a maximum of two days for each exam, and a maximum of ten days per calendar year.

### Close Relative Death Leave Entitlement

An employee can use a maximum of three days for each qualifying event.

### Sibling Death Leave Entitlement

Employees are eligible for a maximum of one day.

### Maternity Entitlement

Employees can use up to ninety days for this entitlement. Commonly, employees take forty-five days of this entitlement before childbirth and forty-five days afterward.

### Marriage Entitlement

Employees can use a maximum of ten days for this absence entitlement.

### Birth Entitlement

Employees can use a maximum of two days.

### Vacation Entitlement

The length of this entitlement corresponds to the number of years the employee has worked. The following table describes the seniority categories and the corresponding vacation days:

Seniority	Vacation Days
Fewer than 180 days ( < 180 days).	1 day for every 20 days worked.
Between 180 days and 5 years ( > 180 days, < 5 years).	14
Five years or more, but fewer than 10 years ( >= 5 years, < 10 years).	21
10 years or more, but fewer than 20 years ( >= 10 years, < 20 years).	28
20 years or more ( >= 20 years).	35

### Leave Without Pay

The length of this entitlement varies depending on the authorization of the employer.

## Absence Types

Global Payroll for Argentina delivers the following absence types and associated reasons:

Absence Type	Description	Corresponding Absence Take
001	Accident Labor Risks Assurance	Accident Labor Risks Assurance
002	Accident charged to Employer	Accident charged to Employer
003	Sickness Leave	Sickness Leave
004	Study Leave	Study Leave

Absence Type	Description	Corresponding Absence Take
005	Close Relatives Death Leave	Close Relatives Death Leave
006	Sibling Death Leave	Sibling Death Leave
007	Maternity Leave	Maternity Leave
008	Marriage Leave	Marriage Leave
009	Birth Leave	Birth Leave
010	Vacations	Vacations
011	Leave without pay	Leave without pay
012	Absence	Absence

Paid absences, such as Accident Labor Risks Assurance, are processed by generating the AUSENCIAS negative earning element and the corresponding absence earning element. Argentinean legislation determines the rate for each absence type, so an absence rate can exceed the employee's daily pay rate.

Absences do not reduce an employee's salary amount. Each paid absence generates:

- A negative AUSENCIAS earning to reduce the salary amount
- An absence earning that pays the employee for the absence.

Legislation determines the absence pay rate.

**Note.** Absence takes are limited to 30 days per month. Absences that exceed the absence entitlement are paid with a negative earning (AUS EX LIC) that has a proportional 30 day adjustment rate.

For example, an employee takes an Accident Charged to Employer leave from January 1 to January 31. The employee's pay is 2500.00. The following table lists the results:

Element Type	Element Name	Amount	Rate	Unit
Earnings	AUS EXC LIC	-1666.67	-79.365238	21
Earnings	AUSENCIAS	-833.33	83.333333	-10
Earnings	LIC ACC EMP	146.37	14.637133	10

### Accident Labor Risks Assurance

The number of days granted to the employee for this absence take is determined by the Accident Labor Risks Assurance entitlement. Entitled days are paid using the LIC ACC ART earning. Exceeding the entitled days results in earning deductions using the Leaves Exceeded Absence earning (AUS EXC LIC).

### **Accident Charged to Employer**

This absence take generates the LIC ACC EMP earning, which contains the number of paid days in the unit component.

This absence take also generates the AUSENCIAS deduction with the same number of units.

### **Sickness Leave**

This absence take generates the LOC ENFERMED earning, which contains the number of paid days in the unit component.

This absence take also generates a negative AUSENCIAS earning with the same number of units.

### **Study Leave**

This absence take generates the LIC EXAMEN earning, which contains the number of paid days in the unit component.

This absence take also generates a negative AUSENCIAS earning with the same number of units.

### **Close Relatives Death Leave**

This absence take generates the LIC FALL FD earning. This element contains the number of paid days in the unit component.

This absence take also generates a negative AUSENCIAS earning with the same number of units.

### **Sibling Death Leave**

This absence take generates the LIC FALL HER deduction. This element contains the number of paid days in the unit component.

This absence take also generates a negative AUSENCIAS earning with the same number of units.

### **Maternity Leave**

This absence take generates the LIC MATERNID earning. This element contains the number of paid days in the unit component.

This absence take also generates a negative SUBSIDIO MAT earning with the same number of units.

### **Marriage Leave**

This absence take generates the LIC MATRIMON earning. This element contains the number of paid days in the unit component.

This absence take also generates a negative AUSENCIAS earning with the same number of units.

### **Birth Leave**

This absence take generates the LIC NACIMIEN earning. This element contains the number of paid days in the unit component.

This absence take also generates a negative AUSENCIAS earning with the same number of units.

### Vacations

This absence take generates the LIC VACATION earning. This element contains the number of paid days in the unit component.

This absence take also generates a negative DESC ANT VAC earning with the same number of units.

### Leave Without Pay

This absence take generates the LIC SIN SUEL earning. This element contains the number of paid days in the unit component. All of the absence take days are considered units of the earning.

### Absence

This absence take generates an AUSENCIAS earning. This element contains the number of absent days in the unit component.

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## Viewing Delivered Absence Elements

This section describes the following delivered absence elements in Global Payroll for Argentina:

- Delivered absence earnings
- Delivered absence takes

### Delivered Absence Earnings

The following table lists the delivered absence earnings for Global Payroll for Argentina:

Earnings	Description
LIC ACC EMP	Accident charged to Employer
LIC ACC ART	Accident Labor Risks Assurance
LIC ENFERMED	Sickness Leave
LIC EXAMEN	Study Leave
LIC FALL FD	Close Relative Death Leave
LIC FALL HER	Sibling Death Leave
LIC FALL FD	Close Relative Death Leave
LIC FALL HER	Sibling Death Leave
LIC MATERNID	Maternity Leave
LIC MATRIMON	Marriage Leave

Earnings	Description
LIC NACIMIEN	Birth Leave
LIC VACACION	Vacations
AUSENCIAS	Absences
LIC SIN SUEL	Leave without pay
DESC ANT VAC	Advance Discount for Vacation
SUBSIDIO MAT	Subsidy By Maternity
AUS EXC LIC	Leaves Exceeded Absence

## Delivered Absence Takes

The following table lists the delivered absence takes for Global Payroll for Argentina:

Absence Take	Description
USO ACC ART	Accident Labor Risks Assurance
USO ACC EMP	Accident charged to Employer
USO ENFERMED	Sickness Leave
USO EXAMEN	Study Leave
USO FALL FD	Close Relative Death Leave
USO FALL HER	Sibling Death Leave
USO MATERNIDAD	Maternity Leave
USO MATRIMONIO	Marriage Leave
USO NACIMIENTO	Birth Leave
USO VACACIONES	Vacations
USO LIC SIN SUELDO	Leave without pay
AUSENCIA	Absence
EXCED LICENCIA	Leaves Exceeded Absence
	<p><b>Note.</b> This absence take is used when the employee takes more days than permitted by law. The employer must authorize the exceeded days and the system generates a new deduction for those days.</p>

**Note.** The PeopleSoft system delivers a query that enables you to view the names of all delivered elements in Global Payroll for Argentina.

**See Also**

*PeopleSoft Enterprise Global Payroll 9.0 PeopleBook*, "Viewing Delivered Elements"

# Defining Garnishments

This chapter discusses how to:

- Set up garnishment data
- Manage garnishments

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## Setting Up Garnishment Data

This section discusses how to set up garnishment elements..

### Page Used to Set Up Garnishment Data

Page Name	Object Name	Navigation	Usage
Garnishment Elements ARG	GPARN_GARN_PIN	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Garnishments/Court Orders, Garnishment Elements ARG	Define the element associated with each garnishment type.

## Setting Up Garnishment Elements

Access the Garnishment Elements ARG page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Garnishments/Court Orders, Garnishment Elements ARG).

**Garnishment Elements ARG**

**Garnishment Type:** Litis Expenses

**Garnishment Elements** Find | View All First 1 of 1 Last

\*Effective Date: 01/01/2007  \*Status: Active   

\*Element Name: LITIS EXPENS  Litis and Expenses

### Garnishment Elements ARG page

**Element Name**

Select the name of the element used to deduct the garnishment during the payroll calculation process. Valid values are deductions with the EMB category

---

## Managing Garnishments

This section provides an overview of garnishments in Global Payroll for Argentina and discusses how to enter employee garnishment data

### Understanding Garnishments

Garnishment is a legal requirement in Argentina. PeopleSoft Global Payroll for Argentina delivers two types of garnishment:

- Litis Expenses
- Writ of Garnishment

### Pages Used to Manage Garnishments

Page Name	Object Name	Navigation	Usage
Assign Garnishments ARG	GPAR_GARNISHMENT	Global Payroll & Absence Mgmt, Payee Data, Garnishments/Court Orders, Assign Garnishments ARG	Enter statutory information about employees who have received an order from the court.
GPAR_RC_GARN	GPAR_GARN	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Garnishment Process ARG	Update garnishment balances on the Assign Garnishments ARG page using the latest finalized payroll results. This process can be run only for finalized calendar group IDs.
GPAR_RC_GARNR	GPAR_GARNR	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Garnishment Reversal ARG	Reverse the last processed garnishment values for all employees in a calendar group ID, or for selected employees in the last garnishment process.

### Entering Employee Garnishment Data

Access the Assign Garnishments ARG page (Global Payroll & Absence Mgmt, Payee Data, Garnishments/Court Orders, Assign Garnishments ARG).

Assign Garnishments ARG

Employee ID: K2ARG000001

Name: Javier Martinez

Empl Rcd Nbr: 0

Garnishment Data		Find   View All		First 1 of 1 Last	
*Garnishment Type:	Writ of Garnishment	*Payment Type:	Percentage		
*Garnishment Date:	03/05/2009	Garnishment Number:	1		
*Court Writ:	<input type="text"/>				
*Court:	<input type="text"/>				
Garnishments Details		Find   View All		First 1 of 1 Last	
*Effective Date:	03/05/2009	Garnishment Status:	Active		
Reason:	<input type="text"/>				
*Amount:	<input type="text"/>	ARS	Total:	0.000000	
*Interest:	0.000000	ARS	Balance:	0.000000 ARS	
Calculation Values					
*Percentage:	<input type="text"/>	Element Name:	<input type="text"/>		
Banking Data					
Bank ID:	<input type="text"/>	Bank Branch ID:	<input type="text"/>		
Bank Account #:	<input type="text"/>				

Assign Garnishments ARG page

- Garnishment Type** Select the type of garnishment. Valid values are Litis Expenses and Writ of Garnishment.
- Payment Type** Select the payment type. Valid values are: Percentage, Fixed Amount, and Percentage and Fixed.
- Garnishment Date** Enter the date of reception of the court writ.
- Garnishment Number** Displays a number for each garnishment entered for an employee.
- Court Writ** Enter the Court Writ of the garnishment.
- Court** Enter the garnishment corresponding court.
- Garnishment Status** Select the garnishment corresponding status. Valid values are Accomplished, Active, Cancelled, and Pending.
- Reason** Enter an explanation for the garnishment status.

**Note.** A garnishment's status can be modified only when the balance is equal to zero.

- Amount** Enter the original garnishment amount. This is required for a Writ of Garnishment.
- Interest** Enter the interest specified by the court writ.
- Total** Displays the garnishment total, which is the value of the Amount field plus the value of the Interest field.

**Balance** Displays the garnishment balance only for a Writ of Garnishment. For an active garnishment, the Garnishment Process updates this field. The process updates balances for each active garnishment according to the last finalized payroll and current effective date.

**Percentage** Enter the percentage of the earnings accumulator element that the system deducts.

**Note.** The maximum deduction amount cannot exceed 20 percent of the deductible gross amount when the garnishment is a Writ of Garnishment.

**Element Name** Select the base accumulator element used to determine the corresponding percentage amount.

**Fixed Amount** Enter the fixed amount to be deducted.

**Bank ID** Enter the bank code specified in the court writ.

**Bank Branch ID** Enter the bank branch code specified in the court writ.

**Bank Account Num** (Bank Account Number) Enter the bank account specified by the court writ.

# Defining Income Tax

Global Payroll for Argentina enables you to enter and track information related to the income tax deducted from an employee's pay.

This chapter discusses how to:

- Define income tax elements.
- Enter taxable deductions.

---

## Defining Income Tax Elements

This section discusses how to enter income tax default value definitions.

### Page Used to Define Income Tax Elements

Page Name	Object Name	Navigation	Usage
Income Tax Parameters ARG	GPAR_ITAXES_PARM	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, Income Tax Parameters ARG	Enter elements, labels and properties for Income Tax-related elements.

### Entering Income Tax Default Value Definitions

Access the Income Tax Parameters ARG page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, Income Tax Parameters ARG).

Default Values For Income Tax

\*Effective Date: 01/01/2007 \*Status: Active

Income Tax Elements

Element	Properties	Element Name	Description		
1		OBRA SOCIAL_I ANU	Social Security	+	-
2		GAN AC BRUTO ANUAL	Annual Income Tax Accumulator	+	-
3		GAN VR BRUTO 3ROS	Accum Gross Profits 3rds Inc.	+	-
4		GAN VR DED X 3ROS	Earnings Deductions Tax 3rds	+	-
5		GAN VR RET X 3ROS	Earnings Deductions Tax 3rds	+	-
6		GAN VR DED SEG RET	Retirement Insurance Deduction	+	-
7		GAN VR DED SEG VID	Life Insurance Premium	+	-
8		GAN VR DED GS SEP	Deduct Funeral Expenses	+	-
9		GAN VR DED INT CRE	Mortgage Interest Deduction	+	-
10		GAN VR OTRAS DEDUC	Other Deductions	+	-
11		GAN VR DED MED AS	Attending Deduction Medical Fe	+	-

## Income Tax Parameters ARG page

**Element Name** Specify the element that stores the amounts deducted from an employee's pay.

## Properties

Access the Properties tab.

Default Values For Income Tax

\*Effective Date: 01/01/2007 \*Status: Active

Income Tax Elements

Element	Properties	Label Name	Deductible	Previous Year Accumulator	649 Form Code		
1		Social Security	<input type="checkbox"/>	<input type="checkbox"/>	124	+	-
2		Annual Income Tax Accumulator	<input type="checkbox"/>	<input type="checkbox"/>	019	+	-
3		Acum Gross Profits 3rds Inc.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	027	+	-
4		Earnings Deductions Tax 3rds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	167	+	-
5		Earnings Deductions Tax 3rds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	345	+	-
6		Retirement Insurance Deduction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	809	+	-
7		Life Insurance Premium	<input checked="" type="checkbox"/>	<input type="checkbox"/>	507	+	-
8		Deduct Funeral Expenses	<input checked="" type="checkbox"/>	<input type="checkbox"/>	604	+	-
9		Mortgage Interest Deduction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	809	+	-
10		Other Deductions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	809	+	-
11		Attending Deduction Medical Fe	<input checked="" type="checkbox"/>	<input type="checkbox"/>	418	+	-

## Income Tax Parameters ARG page: Properties tab

**Label Name** Enter a description for the element. This name is displayed on the Maintain Income Tax ARG page.

<b>Deductible</b>	Select to specify that an element is deductible from the taxable base.
<b>Prev Year Accum</b> (previous year accumulators)	Select to specify the elements that track previous fiscal year accumulators.
<b>649 Form Code</b>	Select the code that specifies the field where the element is printed on the Form 649 report.

## Entering Taxable Deductions

This section discusses how to enter income tax deductions.

### Page Used to Enter Income Tax Deductions

Page Name	Object Name	Navigation	Usage
Maintain Income Tax Data ARG	GPARG_INCOME_TAX	Global Payroll & Absence Mgmt, Payee Data, Taxes, Maintain Tax Deductions ARG	Enter taxable deductions for employee income tax calculation during a fiscal year.

## Entering Income Tax Deductions

Access the Maintain Income Tax Data ARG page (Global Payroll & Absence Mgmt, Payee Data, Taxes, Maintain Tax Deductions ARG).

**Maintain Income Tax Data ARG**

Employee ID: K2ARG000001      Name: Javier Martinez      Empl Rcd Nbr: 0  
Fiscal Year: 2008

---

**Income Tax Deductions**      Find | View All      First 1 of 1 Last

\*Effective Date: 03/05/2009

**Codes**      Find | View All      First 1 of 1 Last

Deduction: Select a value

Amount Declared: 0.000

**Concepts**      Find | View All      First 1 of 1 Last

SeqNum: 999

CUIT:

Description:

Amount:

Country: ARG Argentina

Address: [Edit Address](#)

[Maintain Income Tax Data ARG page](#)

**Effective Date**

Enter the date the declaration takes effect.

**Note.** The Payroll calculation considers only the latest effective date within a single fiscal year. The last effective date replaces any previous dates.

**Deduction**

Select the deduction element. The values are obtained from the entries on the Income Tax Elements ARG page.

**Amount Declared**

Displays the total of any amounts associated with the deduction.

**CUIT (Código Único de Identificación Tributaria)**

Enter the Unique Tax Identification Code corresponding to the declared deduction.

**Description**

Enter the name of the declared deduction.

**Amount**

Enter the deduction amount.

**Country**

Select the country where the transaction occurred.

**Address**

Displays the address of the company that generated the deduction.

# Setting Up the Complementary Annual Bonus

This chapter provides an overview of the Complementary Annual Bonus (SAC) functionality delivered with Global Payroll for Argentina and discusses how to view delivered Complementary Annual Bonus elements.

---

## Understanding the Complementary Annual Bonus

Companies must pay a Complementary Annual Bonus to their payees. This bonus is paid in two installments.

The first installment corresponds to 50 percent of the best salary paid in the first six months and should be paid by the end of June. Companies can include this first installment with the employee's salary in June or pay it in a special payroll by:

- Running the regular June payroll and entering a value of *1* in the variable SAC VR PAG EN JUN?.
- Running a special run type K2 SAC and entering a value of *1* in the variable SAC VR PAG EN JUN?.

Employees who receive variable compensation, such as overtime, may be entitled to use an average of their compensation to calculate the bonus. This depends on how the company prorates additional payments for the SAC bonus.

The second installment must be paid by December and the calculation is similar to the first installment. Companies can include this second installment with December's salary or pay it in a special payroll by:

- Running the regular payroll for December entering a value of *1* in the variable SAC VR PAG EN DIC?
- Running a special run type K2 SAC and entering a value of *1* in the variable SAC VR PAG EN DIC?

If the employee's best salary is the last salary in June or the last salary in December, and the bonus installment was calculated before the monthly payment, then in the regular payroll run, the difference is calculated and paid using the SAC AJUSTE earning element.

---

## Viewing Delivered Complementary Annual Bonus Elements

Global Payroll for Argentina delivers several elements to process the Complementary Annual Bonus.

This section discusses how to

- View delivered 13<sup>th</sup> salary earnings.
- View delivered accumulators.
- View delivered sections.

### Viewing Delivered 13<sup>th</sup> Salary Earnings

The following table lists the delivered earning elements used to calculate the Complementary Annual Bonus:

Earning Element	Description
SAC	Calculates the amount of the complementary annual bonus installment. This earning is calculated using the formula SAC FM CALCULO SAC.
SAC AJUSTE	Calculates the bonus adjustment when the last month's salary is the best and the bonus was previously paid. This earning is calculated using the formula SAC FM AJUSTE SAC.
SAC PROPORC	Calculates the pending bonus for terminations. This earning is calculated using the formula SAC FM PROPORCION.
SAC IND PREA	Calculates the bonus amount related to the notice payment paid to terminated employees. This earning is a percentage of the Notice payment.
SAC INT MES	Calculates the bonus amount related to the supplemental salary paid to terminated employees. This earning is a percentage of the supplemental salary payment.
SAC VAC NO G	Calculates the bonus amount regarding the pending unused vacations paid to terminated employees. This earning is a percentage of the pending unused vacations amount.

### Viewing Delivered Accumulators

The following table lists the delivered accumulator elements used to calculate the Complementary Annual Bonus:

Accumulator Element	Description
MESES 13 SALARIO	Accumulates the number of months for which a payee is eligible for 13 <sup>th</sup> salary. If the number of days worked is greater than 15 during a single month, that month is counted towards 13 <sup>th</sup> salary eligibility.
SAC AC AJ PAG 1ER	Accumulates the adjustment of the Complementary Annual Bonus first

Accumulator Element	Description
	installment.
SAC AC AUS 1ER SEM	Accumulates the absences that reduce the number of worked days for the Complementary Annual Bonus first installment.
SAC AC AUS 2DO SEM	Accumulates the absences that reduce the number of worked days for the Complementary Annual Bonus second installment.
SAC AC AUS PAG 1ER	Accumulates the absences taken by the Complementary Annual Bonus first installment calculation.
SAC AC AUS PAG 2DO	Accumulates the absences taken by the Complementary Annual Bonus second installment calculation.
SAC AC J+I PAG 1ER	Accumulates the Retirement and Disability Plan amounts deducted from the Complementary Annual Bonus first installment.
SAC AC MEJ SUE 1SM	Accumulates the best salary to calculate the Complementary Annual Bonus first installment.
SAC AC MEJ SUE 2SM	Accumulates the best salary to calculate the Complementary Annual Bonus second installment.
SAC AC MES AJ 1ER	Accumulates the month when the adjustment of the Complementary Annual Bonus first installment was paid.
SAC AC MES PAG 1ER	Accumulates the month when the Complementary Annual Bonus first installment was paid.
SAC AC OBS PAG 1ER	Accumulates the Social Security amounts deducted from the Complementary Annual Bonus first installment.
SAC AC SAC PAG 1ER	Accumulates the amount of the Complementary Annual Bonus first installment.
SAC AC SAC PAG 2DO	Accumulates the amount of the Complementary Annual Bonus second installment.
SAC AC SUE PAG 1ER	Accumulates the best salary used to calculate the Complementary Annual Bonus first installment.
SAC AC SUE PAG 2DO	Accumulates the best salary used to calculate the Complementary Annual Bonus second installment.

## Viewing Delivered Sections

The following table lists the delivered section elements used to calculate the Complementary Annual Bonus:

Section Element	Description
AR SAC	This section is necessary for the Complementary Annual Bonus calculation and can be included in the process list for a regular payroll run or in a separate calendar run.

# Processing Terminations

This chapter provides an overview of termination processing and discusses how to terminate employees in Global Payroll for Argentina.

---

## Understanding Termination Processing

Termination processing is a two-step process. Complete both steps to ensure that the system correctly updates the payee records. To complete the termination process, you must:

- Update employee job data.
- Run the terminations payroll process.

### Updating Job Data

When payees are terminated or retired, update their job data using the Job Data page. The PeopleSoft termination process uses the termination date that you enter to calculate termination pay. The effective date of a termination is the day that the payee no longer works for the company, that is, the day after the payee's last day of work.

### Termination Payroll Processing

PeopleSoft Global Payroll for Argentina delivers a set of rules for termination processing that takes all statutory requirements into account. When a payee is terminated, the employer is required to make certain payments to that payee depending on the circumstances of the termination. The termination process involves:

- Unused leave balances payment.
- Prorated earnings and deductions payment.

---

## Terminating Employees

A template must be created to manage the positive input required to terminate employees. Enter the elements and their corresponding units to be paid in the termination payroll according to the defined business rules.

PeopleSoft Global Payroll for Argentina delivers the following termination payment elements:

Termination Element	Description
INDEM ART245	Compensation Seniority Art.245
INDEM ART247	Compensation Seniority Art.247e
INDEM PREAV	Notice

Termination Element	Description
INTEG MESDES	Integration Monthly
VAC NO GOZAD	Pending Vacations

## Page Used to Terminate Employees

Page Name	Object Name	Navigation	Usage
Positive Input by Template	GP_PI_BULK_SSN	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Manage Positive Input by Tmpl	Enter termination elements.

# Setting Up Reports

Before running the SIJP Report ARG and Form 649 Report ARG in Global Payroll for Argentina, define their corresponding parameters.

This chapter discusses how to:

- Set up SIJP report parameters.
- Set up income tax report parameters.

---

## Setting Up SIJP Report Parameters

This section discusses how to define SIJP report layout parameters.

### Page Used to Set Up SIJP Report Parameters

Page Name	Object Name	Navigation	Usage
SIJP Parameters ARG	GPAR_SIJP_CFG	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, SIJP Parameters ARG	Define the layout parameters for elements in the SIJP Report ARG.

### Defining SIJP Report Layout Parameters

Access the SIJP Parameters ARG page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, SIJP Parameters ARG).

SIJP Parameters ARG			
Layout Parameters			
*Effective Date: 01/01/2007		*Status: Active	
Element Mapping			
*Layout Field	*Accumulator	Description	
1 Total Salary	GEN AC PERCEPCION	Total Perceptions	
2 Taxable Salary 1	JUB AC BASE AP JUB	Social Security Deduction Base	
3 Paid Family Allowances	FAM AC ASIG FAM	Family Allowance	
4 Taxable Salary 2	GEN AC SAL BRUTO	Gross Salary	
5 Taxable Salary 3	GEN AC SAL BRUTO	Gross Salary	
6 Taxable Salary 4	JUB AC BASE AP JUB	Social Security Deduction Base	
7 Salary Plus Additional	JUB AC BASE AP JUB	Social Security Deduction Base	
8 Annual Salary Complementary	SAC_I MES	Complementary Annual Salary	
9 Overtime Amount	JUB AC IMP HS SIJP	Overtime Amount for SIJP	
10 Advance Vacations Amount	LIC VACACION_I MES	Vacations	
11 Worked Days	JUB AC DIAS TRABAJ	Worked Days in the Month	

[SIJP Parameters ARG page](#)

- Layout Field** Select the SIJP Report field.
- Accumulator** Select the accumulator element associated with the layout field.
- Description** Displays the name of the selected item.

## Setting Up Income Tax Parameters

This section lists the page used to set up income tax parameters.

### Page Used to Set Up Income Tax Parameters

Page Name	Object Name	Navigation	Usage
Income Tax Parameters ARG	GPAR_ITAXES_PARM	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, Income Tax Parameters ARG	Define the income tax elements, labels, and associated codes used in the Form 649 Report ARG.

# Appendix: Administer Workforce Additional Information

The information in this appendix includes additional information for the *PeopleSoft Enterprise Human Resources 9.0 PeopleBook: Administer Workforce*.

This appendix discusses how to:

- Provide additional information for Argentinean employees.
- Enter dependent and beneficiary information.

---

## (ARG) Providing Additional Information for Argentinean Employees

The information in this section includes additional information for the “Managing Country-Specific Workforce Data” chapter.

This section discusses how to:

- Enter Early Registration code information.
- Declare health provider data.
- Manage Integral Retirement and Pension System data.

### See Also

*PeopleSoft Enterprise Human Resources 9.0 PeopleBook: Administer Workforce*, “Managing Country-Specific Workforce Data”

## Pages Used to Provide Additional Information for Argentinean Employees

Page Name	Object Name	Navigation	Usage
Additional Information ARG	ADDL_INFO_ARG	Workforce Administration, Job Information, Additional Information (ARG)	Enter additional employee information.
Health Benefits	ADDL_HB_ARG	Workforce Administration, Job Information, Additional Information (ARG), Health Benefits	Declare the Social Security Plan and health provider data for each employee
SIJP	ADDL_SIJP_ARG	Workforce Administration, Personal Information, Additional Information (ARG)	Manage the Integral Retirement and Pension System data required by the government of Argentina.

## Entering Early Registration Code Information

Access the Additional Information ARG page (Workforce Administration, Job Information, Additional Information (ARG)).

Additional Information ARG | Health Benefits | SIJP

Employee ID: K2ARG000001      Name: Javier Martinez      Empl Rcd Nbr: 0

---

Information Details Find | View All    First 1 of 1 Last

*Effective Date:	<input type="text" value="03/09/2009"/>	*Status:	Active
*CAT Entry Date:	<input type="text"/>		
*CAT ID:	<input type="text"/>		

### Additional Information ARG page

**CAT Entry Date** (*Clave Alta Temprana* Entry Date)      Enter the date that the early registration code was assigned to the employee.

**CAT ID** (*Clave Alta Temprana* ID)      Enter the early registration code requested by the employer.

## Declaring Health Provider Data

Access the Health Benefits page (Workforce Administration, Job Information, Additional Information (ARG), Health Benefits).

Additional Information ARG | Health Benefits | SIJP

Employee ID: K2ARG000001      Name: Javier Martinez      Empl Rcd Nbr: 0

---

Health Benefits Details Find | View All    First 1 of 1 Last

*Effective Date:	<input type="text" value="03/09/2009"/>	*Status:	Active
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**Social Security Plan**

*Social Security Code:	<input type="text"/>
*Social Security Plan Code:	<input type="text"/>
SS Affiliate Number:	<input type="text"/>
SS Card Expiration Date:	<input type="text"/>

**Health Provider Plan**

Health Provider Code:	<input type="text"/>
Health Provider Plan Code:	<input type="text"/>
HP Affiliate Number:	<input type="text"/>
HP Card Expiration Date:	<input type="text"/>

### Health Benefits page

## Social Security Plan

- Social Security Code** Select the code for the employee's Social Security entity.
- Social Security Plan Code** Select the plan code for the employee's Social Security entity.
- SS Affiliate Number** (Social Security Affiliate Number) Enter the employee's identification number for the Social Security entity.
- SS Card Expiration Date** (Social Security Card Expiration Date) Enter the expiration date of the employee's Social Security card.

## Health Provider Plan

- Health Provider Code** Select the code for the employee's health provider entity.
- Health Provider Plan Code** Select the code for the employee's health provider plan.
- HP Affiliate Number** (Health Provider Affiliate Number) Enter the employee's identification number for the health provider entity.
- HP Card Expiration Date** (Health Provider Card Expiration Date) Enter the expiration date for the employee's health provider card.

## Managing Integral Retirement and Pension System Data

Access the SIJP page (Workforce Administration, Personal Information, Additional Information (ARG)).

Additional Information ARG Health Benefits **SIJP**

Employee ID: K2ARG000001 Name: Javier Martinez Empl Rcd Nbr: 0

SIJP Details Find | View All First 1 of 1 Last

\*Effective Date: 03/09/2009  \*Status: Active 

SIJP

\*Retirement Plan: Corporate Retirement Plan 

AFJP Code:  

\*Hire Modality Code:  

\*Employee Situation Code:  

\*Condition Code:  

\*Accident Code:  

\*Geographic Zone Code:  

\*Activity Type Code:  

### SIJP page

- Retirement Plan** Select the employee's retirement plan. The default value is *Government Retirement Plan*.

<b>AFJP Code</b> ( <i>Administradoras de Fondos de Jubilaciones y Pensiones Code</i> )	Select the employee's AFJP code. This field is displayed only when the value in the Retirement Plan field is <i>Corporate Retirement Plan</i> .
<b>Hire Modality Code</b>	Select the employee's Hire Modality Code value.
<b>Employee Situation Code</b>	Select the employee's Employee Situation Code value.
<b>Condition Code</b>	Select the employee's Condition Code value.
<b>Accident Code</b>	Select the Accident Code value.
<b>Geographic Zone Code</b>	Select the Geographic Zone Code.
<b>Activity Type Code</b>	Select the corresponding Activity Type Code.

---

## (ARG) Entering Argentinean Dependent and Beneficiary Information

The information in this section includes additional information for the "Entering Additional Data in Human Resources Records" chapter.

This section discusses how to enter dependent information.

### Page Used to Enter Information about a Dependent

Page Name	Object Name	Navigation	Usage
Personal Profile	DEPEND_BENEF2	<ul style="list-style-type: none"> <li>Workforce Administration, Personal Information, Personal Relationships, Dependent Information, Personal Profile</li> <li>Workforce Administration, Global Assignments, Track Assignment, Dependent Data, Personal Profile</li> </ul>	Enter or update information about a dependent.

### Entering Dependent Information

Access the Dependent Information - Personal Profile page (Workforce Administration, Personal Information, Personal Relationships, Dependent Information, Personal Profile). Expand the Argentina section of the Personal History region.

Malaysia  
 Argentina

**Family Allowance**

**Annual Allowance School Aid**

Education Level:

School Cert Start Year      Certificate Start Year:

School Cert End Year      Certificate End Year:

**Family Allowance Data**

Eligible for Family Allowance      Family Allowance Term Date:

**Income Tax**

Income Tax Dependent:

Income Tax Begin Date:       Income Tax End Date:

**Social Security**

Social Security Condition:

Social Security Begin Date:       Social Security End Date:

Belgium

## Dependent Information - Personal Profile page: Argentina section

### Education Level

Select the dependent's education level. Valid values are:

- Two Years Old Kindergarten
- Three Years Old Kindergarten
- Four Years Old Kindergarten
- Five Years Old Kindergarten
- Elementary First Year
- Elementary Second Year
- Elementary Third Year
- Elementary Fourth Year
- Elementary Fifth Year
- Elementary Sixth Grade
- Elementary Seventh Year
- Elementary Eighth Year
- Elementary Ninth Year
- Polimodal First Year
- Polimodal Second Year
- Polimodal Third Year
- High School First Year
- High School Second Year
- High School Third Year
- High School Fourth Year

- High School Fifth Year
- High School Sixth Year
- Special Education

<b>School Cert Start Year</b> (school certificate start year)	Select to indicate that the employee has presented the dependent's school certificate for the current year.
<b>Certificate Start Year</b>	Enter the year of the current year certificate.
<b>School Cert End Year</b> (school certificate end year)	Select to indicate that the employee has presented the dependent's school certificate for the previous year.
<b>Certificate End Year</b>	Enter the year of the previous year certificate.
<b>Eligible for Family Allowance</b>	Select to indicate that the dependent is eligible for family allowance. The dependent must be a child, disabled child, or spouse
<b>Family Allowance End Date</b>	Enter the end date for the dependent to be eligible for family allowance.
<b>Income Tax Dependent</b>	Select the type of taxable dependents for income tax. Valid Values are <i>Child</i> , <i>Other Dependents</i> , and <i>Spouse</i> .
<b>Income Tax Begin Date</b>	Enter the begin date for the dependent to be eligible for income tax.
<b>Income Tax End Date</b>	Enter the end date for the dependent to be eligible for income tax.
<b>Social Security Condition</b>	Specify whether the dependent is part of the primary family group or is an adherent of the employee for Social Security benefits.
<b>Social Security Begin Date</b>	Enter the starting date of Social Security benefits for the dependent.
<b>Social Security End Date</b>	Enter the end date of social security benefits for the dependent.

# Appendix: HRMS Applications Fundamentals Additional Information

The information in this appendix includes additional information for the *PeopleSoft Enterprise HRMS 9.0 Application Fundamentals PeopleBook*.

This appendix discusses how to:

- Enter company information
- Establish locations
- Maintain departments

---

## (ARG) Entering Company Information for Argentina

This section describes the information that is specific to Argentina regarding how to set default information for companies.

### Page Used to Set Default Information for Companies

Page Name	Object Name	Navigation	Usage
Default Settings	COMPANY_TABLE2_GB	<ul style="list-style-type: none"><li>• Set Up HRMS, Foundation Tables, Organization, Company, Default Settings</li><li>• Set Up HRMS, Foundation Tables, Organization, Agency USF, Default Settings</li></ul>	Set up default company information.

### (ARG) Setting Up Default Information for Companies

Access the Default Settings page (Set Up HRMS, Foundation Tables, Organization, Company, Default Settings). Expand the Argentina section of the page.

 New Zealand  
 Argentina  
 CUIT:   
 DGI Office:   
 Main Activity:   
 Legal Book Last Page Nbr:   
 Mexico

[Default Settings page: Argentina section.](#)

- CUIT** (*Código Único de Identificación Tributaria*) Enter the organization's Unique Code for Taxpaying Identification, assigned by the AFIP (*Administración Federal de Ingresos Públicos*).
- DGI Office** (*Dirección General Impositiva Office*) Enter the DGI Office number for the company. This is used in the Form 649 (AFIP) report.
- Main Activity** Enter the company's main activity. This is used in the Form 649 (AFIP) report.
- Legal Book Last Page Nbr** (Legal Book Last Page Number) Displays the final page number from the last run of the Legal Book report.

## (ARG) Establishing Locations for Argentina

This section describes the information specific to Argentina regarding how to set up a location profile.

### Page Used to Set Up a Location Profile

Page Name	Object Name	Navigation	Usage
Location Profile	LOCATION_TBL2_GBL	Set Up HRMS, Foundation Tables, Organization, Location, Location Profile	Specify a salary administration plan for the location, as well as tax, establishments, and local country information.

### Setting Up a Location Profile

Access the Location Profile page (Set Up HRMS, Foundation Tables, Organization, Location, Location Profile). Expand the Argentina section of the page.

SetID:            SHARE      Location Code: L00001

Location Profile		Find	View All	First	1 of 1	Last
Description:	National Office					
Effective Date:	01/01/1980	Status:	Active			
<b>Salary Default</b>						
SetID:	<input type="text"/>	Plan:	<input type="text"/>			
Regulatory Region:	<input type="text"/>	Holiday Schedule:	<input type="text"/>			
Establishment ID:	<input type="text"/>					
<b>Payroll for North America</b>						
Taxing Locality:	<input type="text"/>					
Check Cashing Location:	<input type="text"/>					
<ul style="list-style-type: none"> <li>▶  Canada</li> <li>▶  Switzerland</li> <li>▶  Germany</li> <li>▶  Spain</li> <li>▶  United Kingdom</li> <li>▶  USA</li> <li>▶  Mexico</li> <li>▼  Argentina</li> </ul>						
Family Allowance Rate:	<input type="text"/>					

[Location Profile page: Argentina section](#)

**Family Allowance Rate**

Select the geographic zone assigned to the location. The government in Argentina dispenses family allowances based on a geographical zone. Valid values are:

- General
- Zone 1
- Zone 2
- Zone 3
- Zone 4

---

## (ARG) Maintaining Departments

This section describes the information specific to Argentina regarding how to define basic information about a department.

### Page Used to Define Basic Information About a Department

Page Name	Object Name	Navigation	Usage
Department Profile	DEPARTMENT_TBL_GBL	Set Up HRMS, Foundation Tables, Organization, Departments, Department	Define basic information about a department.

Page Name	Object Name	Navigation	Usage
		Profile	

## Defining Basic Information About a Department

Access the Department Profile page (Set Up HRMS, Foundation Tables, Organization, Departments, Department Profile). Expand the Argentina section.

Budget Year End Date:  \*Budget Level:

Payroll for North America

Tax Location:

- ▶  Belgium
- ▶  Canada
- ▶  Germany
- ▶  France
- ▶  USA
- ▶  New Zealand
- ▶  Australia
- ▶  Mexico
- ▶  Argentina

Cost Center:

[Department Profile page: Argentina section.](#)

**Cost Center** Enter the Cost Center code for the department.

# Appendix: Global Payroll for Argentina Reports

This appendix discusses Global Payroll for Argentina reports.

**Note.** For samples of these reports, see the PDF files published on the CD-ROM with your documentation. For more information about running these reports, refer to the appropriate chapter in this PeopleBook.

## Global Payroll for Argentina Reports: A to Z

This table lists the Global Payroll for Argentina reports, sorted alphanumerically by report ID.

Report ID and Report Name	Description	Navigation	Run Control Page
GPARTX01 Form 649 Report	Detailed income tax retentions and deductions for annual withholding taxes. This report can also be delivered for a terminated employee.	Global Payroll & Absence Mgmt, Taxes, Form 649 ARG	GPAR_RC_F649
GPAR_EFT Payment File Generation	Creates an electronic flat file to be transferred to the bank and a printed report.	Global Payroll & Absence Mgmt, Payment Processing, Create EFT Payment File ARG	GPAR_RC_EFT
GPAR_SICORE SICORE Report	Displays information related to earnings and withholdings that should be delivered to the SICORE (Retentions Control System).	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, SICORE Report ARG	GPAR_RC_SICORE
GPAR_SIJP SIJP Report	Displays information that should be transferred to the integrated system of Retirement and Pension required by Argentina government.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, SIJP Report ARG	GPAR_RC_SIJP
GPARLB01 Legal Book Report	Monthly report required by Argentina government with details regarding employees' earnings and deductions.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Legal Book ARG	GPAR_RC_LGLBOOK

Report ID and Report Name	Description	Navigation	Run Control Page
GPARPYSL Payslips ARG	Generates payslips	Global Payroll & Absence Mgmt, Create/Print Payslips ARG	GPAR_RC_PAYSLIP