

Software Product Information

Fabasoft Personnel File 2020 September Release

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1 Introduction

The Fabasoft Personnel File provides electronic management of personnel files in a central location. You can either record the mandatory personal data via the web browser interface or use the import mechanism. Additionally, you can store documents of a personnel file in a folder hierarchy of your choice. Dashboards offer a comfortable and quick overview of your personal files.

The Fabasoft Personnel File enables the pre-definition of retention periods for documents. This will prevent premature deletion and supports compliance with relevant statutory regulations.

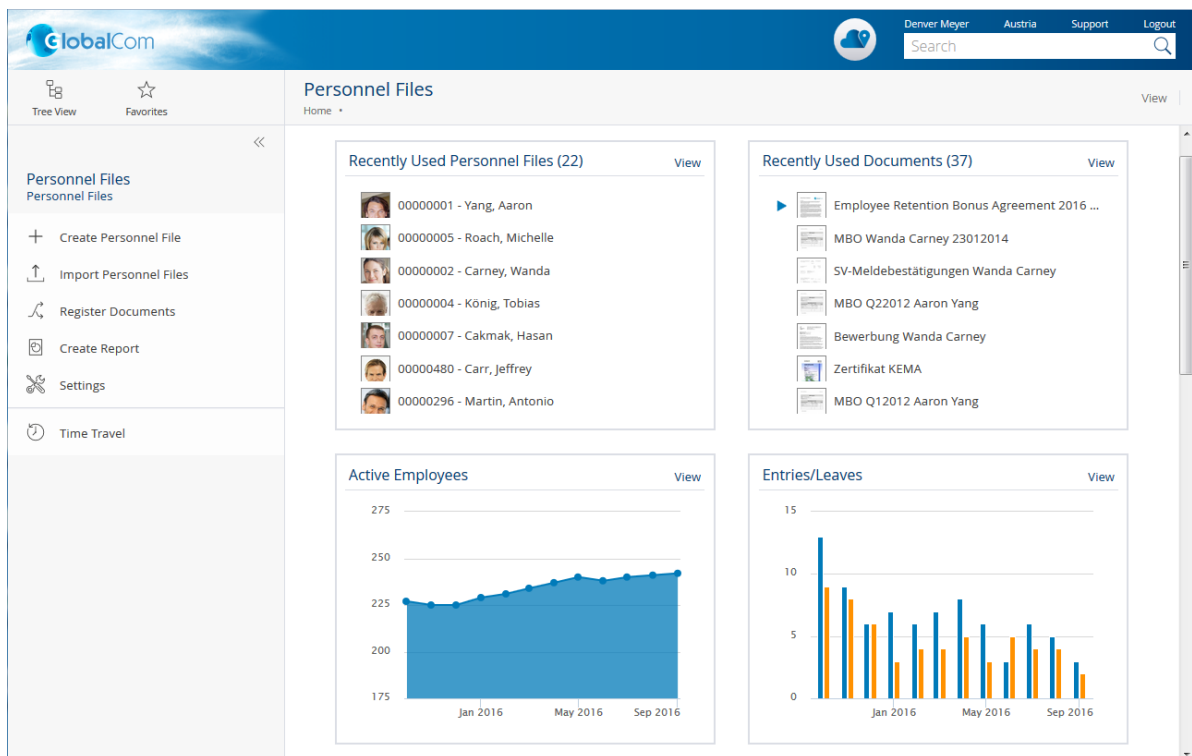
By a number of open interfaces, which comply with established industry standards, the Fabasoft Personnel File can be linked to your personal information system.

2 Scope of Services “User’s Perspective”

The Fabasoft Personnel File provides the functionality that is described in the following chapters.

2.1 Personnel Files (Dashboard)

The personnel files dashboard provides the access point to the personnel file for end-users. When a user receives access rights to a personal file shelf, a dashboard is automatically created and put on the user’s “Home”. If the access rights are deprived, also the dashboard is removed.



2.2 Personnel File Shelf

The personnel file shelf is based on a personnel file configuration, but the defined settings can be overwritten or extended. The personnel file shelf is used to manage the personnel files and to specify the access rights.

2.3 Personnel File

A personnel file is assigned to a person who is standing in an upright employment relationship with the company or will be or has been in such employment relationship.

Besides the possibility to enter metadata, documents can be stored in a personnel file. Additionally, PDF overviews that may contain a dynamically computed watermark can be generated for personnel files.

Use Case	Description
Creating a personnel file	The personnel file is stored in the personnel file shelf.
Importing personnel files	Personnel files can be imported and updated using a CSV file.
Opening a personnel file	The most important metadata is displayed and the personnel file folders containing the documents are accessible.
Editing the master data of a personnel file	The metadata of a personnel file is editable.
Reassign a personnel file	Personnel files can be moved from one personnel file shelf to another.
Closing a personnel file	Personnel files with a defined separation date can be closed. After closing the personnel file, no further changes are possible (applies to master data and documents).

Removing the "Closed" state	The "Closed" state of a personnel file can be removed again.
Canceling a personnel file	Canceled personnel files are still accessible.
Restoring a personnel file	Canceled personnel files can be restored.
Deleting a personnel file	Canceled personnel files including the assigned documents can be permanently deleted, if no retention rules are violated.
Generating a PDF overview of a personnel file	The generated PDF document contains metadata of a personnel file and the contents of the assigned documents.
Generating a PDF list of contents of a personnel file	The generated PDF document contains metadata of a personnel file and a list of contents of the assigned documents.
Defining a retention period for a personnel file	Personnel files cannot be deleted within the retention period. The retention period can be defined differently for subordinated objects based on the category.
Granting temporary access to a personnel file	A user gets access to the personnel file for a defined timespan.
Displaying the history of a personnel file	The changes of a personnel file are displayed.
Displaying the master data of an employee in SAP	A link to the SAP transaction PA30 is opened.
Sending a hyperlink to a personnel file	An e-mail with a hyperlink to the personnel file can be sent.

2.4 Personnel File Folder

Personnel file folders are used for structuring personnel files. Besides the predefined folders that are defined in the personnel file shelf additional personnel file folders can be created.

Use Case	Description
Creating a personnel file folder	A personnel file folder corresponds to a standard folder that can be used to store documents.
Editing the metadata of a personnel file folder	The metadata of a personnel file folder is editable. To categorize the assigned documents the categories that are defined in the personnel file folder are available.

Canceling a personnel file folder	Canceled personnel file folders are still accessible. Predefined personnel file folders cannot be canceled or deleted.
Deleting a personnel file folder	Canceled personnel file folders can be permanently deleted, if no retention rules are violated.
Displaying the history of a personnel file folder	The changes of a personnel file folder are displayed.

2.5 Documents of a Personnel File

Documents in a personnel file are stored in personnel file folders in a structured way.

The screenshot shows the GlobalCom personnel file interface for user '00000001 - Yang, Aaron'. The left sidebar contains a 'Personnel File' section with options: Upload, Scan Document, Pre-Capture, Grant Temporary Access, Manage Follow-Ups, Show New Events, Properties, Time Travel, and Personnel File Shelf. The main area displays a list of PDF documents, including 'MBO Q12012 Aaron Yang' and 'MBO Q22012 Aaron Yang', each with metadata like 'Personnel File Folder: 03 Activities', 'Category: MBO', 'Valid From', 'Size: 93 KB', and 'Pages: 1'. The interface also shows a search bar, user profile, and navigation tabs like 'Object', 'Clipboard', 'View', 'Tools', and 'Versions'.

Several possibilities are available to store documents: create, upload, scan or pre-capture a document.

Use Case	Description
Creating a document	The document is stored in the personnel file folder and can be opened with a double-click in the corresponding third-party product.
Editing a document	The document can be edited with the corresponding third-party product. For Microsoft Word the metadata of the personnel file are available as updateable fields.
Uploading a document	Files can be imported via drag and drop, via the shortcuts Ctrl + C and Ctrl + V or via the menu command "Tools" >

	"Upload". Depending on the web browser not all possibilities may be available.
Scanning a document	Paper documents can be scanned and imported directly on the device utilizing the clipboard.
Pre-capturing a document	Paper documents can be scanned and assigned automatically to the corresponding personnel file. The assignment is carried out with a barcode that must be entered in the scan dialog. An empty document is created at once. As soon as the document is scanned the content is taken over in the document.
Signing a document	Documents can be signed manually.
Defining the validity of a document	Documents that need to be renewed recurrently can be provided with validity.
Canceling a document	The document is canceled and moved from the current personnel file folder to the "Canceled Documents" list.
Deleting a canceled document	Canceled documents can be permanently deleted by authorized users, if no retention rules are violated.
Replacing a document	A document with state "In Progress" can be replaced with another document.
Opening a document	The document can be edited in the corresponding third-party product.
Editing metadata of a document	The metadata of a document is editable.
Registering documents automatically	Documents that are already in the system can be registered to personnel files using a CSV file.
Classifying a document	In conjunction with Mindbreeze InSpire, documents can be automatically classified and metadata can be extracted. Note: The classification and metadata extraction is provided by Mindbreeze InSpire. This appliance must be purchased separately.
Registering a document	The document is assigned to a personnel file.
Re-registering a document	The document is moved within a personnel file shelf from one personnel file to another or from a personnel file folder to another.
Using the processing state	Each document has a processing state: In Progress, Closed, Replaced, Canceled

Displaying the history of a document	The changes of the document are displayed.
Sending a hyperlink to a document	An e-mail with a hyperlink to the document can be sent.
Sending a file	An e-mail with the attached document can be sent.

2.6 Business Case Shelf

In a business case shelf, business cases and documents are managed, which are not assigned to a single personnel file. Bulk documents can be used to generate and store individual documents for each personnel file.

Use Case	Description
Using bulk documents	A bulk document can contain several documents (also of different types). One document in the bulk document can be defined as the main document. In addition, personnel files can be specified for which personalized personnel file documents can be generated from the bulk document.

2.7 Skills Management

The skills management allows you to manage qualifications (target and actual), job descriptions and role descriptions. In addition, overviews of missing qualifications of employees can be generated.

Note: The skills management must be licensed separately.

Use Case	Description
Managing qualifications	Qualifications can be assigned to position descriptions, role descriptions and positions (target state). Acquired qualifications can be assigned to personnel files (actual state).
Managing job descriptions	A job description is used to determine the tasks and responsibilities of an employee. In addition, the qualifications required for the position are defined.
Managing role descriptions	A roles description is used to determine the tasks and responsibilities of an employee independent of the position (e.g. first responder). In addition, the qualifications required for the role are defined.
Managing the organizational structure	The organizational structure consists of organizational units and positions.
Showing missing qualifications	Due to the difference between the actual qualifications (defined in the personnel file) and the target qualifications

	(defined in the positions), the missing qualifications can be determined for the individual employees.
Checking job descriptions	Job descriptions must be regularly reviewed by the skills manager in co-operation with the supervisor, with regard to the tasks, powers and qualifications. This is supported by workflow activities.

2.8 Applicant Management

The applicant management enables an efficient, digital management of job applications. Applicant files, job advertisements, applications, a talent pool and corresponding workflow activities are available for this purpose.

Note: The applicant management must be licensed separately.

Use Case	Description
Applicant Management Shelf	The applicant file shelf is used to manage applicant files and define access rights.
Managing Applicant Files	An applicant file contains an applicant's job applications and master or contact data.
Managing Job Advertisements	Job advertisements are stored in job applications.
Managing Job Applications	Application documents can be stored in job applications.
Managing the Talent Pool	The talent pool stores closed applicant files for which the corresponding option has been selected.
Personnel File Access	The personnel managers have access to the applications and job advertisements that concern them via the personnel file access dashboard.
Website Integration	Job applications can also be created automatically using the data entered in an HTML form.
Applicant Management Process	Applicant managers, personnel managers and other departments can be integrated into applicant management via the applicant management process.

2.9 SAP Integration

The SAP integration allows the connection between SAP and the Fabasoft Personnel File.

Use Case	Description
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Creating a data set for the information type 9600	The linking of HR master data in SAP with a personnel file is carried out with an own information type 9600 "Fabasoft Personnel File".
Managing links to personnel files	The link can be used to create, open and synchronize personnel files starting from the SAP GUI.
Storing payslips	SAP-generated payslips can be automatically stored in the respective personnel file.
Export and import of the organizational structure	A CSV file describing the organizational structure can be generated from the organizational chart and employee master data available in SAP. The organizational structure can be transferred using the import mechanism of the Fabasoft Personnel File.

2.10 Follow-up

A follow-up can be defined for personnel files and documents.

Use Case	Description
Defining a follow-up	The defined users get a follow-up e-mail or a process is started when the follow-up deadline is reached.
Defining an automatic follow-up	The defined users get a follow-up e-mail or a process is started when the follow-up deadline is reached.
Managing follow-ups	The user can edit the list of all follow-ups.

2.11 Notifications

For personnel files, personnel file folders and documents a notification can be defined.

Use Case	Description
Activating a notification	Depending on the notification settings the user is informed about relevant changes.
Managing notification settings	The user can change the notification settings.

2.12 Reports

Reports can be generated based on predefined report templates. Dynamic analysis can be realized by using search folders.

Use Case	Description
Creating a report	The content of the report can be defined.

2.13 Search

Finding instead of searching. Enjoy the benefits of an intuitive full-text search.

Use Case	Description
Searching	<p>The integrated full-text search allows you to find quickly the desired information. Actions can be performed directly on the search result.</p> <p>When searching the access rights are taken into account. Only hits are displayed that can be accessed by the respective user.</p>

3 Scope of Services "Administration"

The personnel file configuration and the personnel file shelf provide settings that define the behavior of personnel files. These settings include:

Use Case	Description
Using a personnel file configuration	In the personnel file configuration common settings, the structure of personnel files and the app users (licensing) are defined.
Authorizing the team	Only authorized users may access the personnel files.
Creating the folder structure for personnel files	The documents of a personnel file can be store in an arbitrary folder hierarchy.
Creating categories	Categories can define access rights, retention rules and automatic follow-ups.
Creating report templates	Reports can be generated based on predefined report templates.
Defining predefined values for drop-down boxes	Predefined values for e.g. positions or qualifications help to use consistent names in all personnel files.
Defining SAP settings	By defining the SAP connection parameters, master data can be opened in SAP starting from the personnel file GUI (PA30 transaction).
Configuring the SAP integration	The SAP integration allows the connection between SAP and the Fabasoft Personnel File.
Defining watermark settings	The PDF overview of a personnel file can be provided with a watermark.

Defining personalized Word templates	Metadata (e.g. salutation or address) can be inserted in a Word document as updatable fields.
Providing the scan functionality (pre-capture)	The scan software must upload the document via a web service to the Fabasoft Personnel File system.

4 Scope of Services “Interfaces”

The Fabasoft Personnel File provides following interfaces for the communication with third-party products.

4.1 Web Interface

Third-party products can access personnel files with predefined URLs or web services. Personnel files can be displayed, for example, in a web browser based on the personnel number or the user ID using a predefined URL.

Web services can be used to upload documents and to create or read personnel files.

Use Case
Displaying a personnel file based on the personnel number in a web browser using a URL (for perusal)
Displaying a personnel file based on the user ID in a web browser using a URL (for perusal)
Creating a personnel file via a web service
Uploading a document in a personnel file via a web service
Reading a personnel file based on the personnel number via a web service
Reading a personnel file based on the user ID via a web service

4.2 SAP Interface

The master data of the current employee can be displayed via the PA30 transaction in SAP. For this functionality it is necessary that SAP control files (.sap) can be executed on the workplace.

Use Case	Description
Displaying master data of an employee in SAP	A link to the SAP transaction PA30 is opened.

5 Security

The Fabasoft Personnel File allows extensive security settings.

5.1 Access Rights

The management of access rights is based on the defined team of the personnel file shelf. Additionally, categories can be used to assign fine-grained access rights to personnel files, personnel file folders and documents.

Finally, the security concept allows defining retention rules and access by employees and supervisors.

5.2 Auditability

All access to personnel files, personnel file folders and documents can be logged in an audit log. Distinctions can be made between read and write access, as well as between the access to content and metadata.

6 Editions

The Fabasoft Personnel File offers four editions, which can be combined based on the requirements:

- Fabasoft Personnel File
Provides the full scope of services described in this software product information (except skills management).
- Fabasoft Personnel File (Access)
Allows users only the access of personnel files via a web browser (as employee or supervisor).
- Skills Management
Allows managing qualifications (target and actual), job descriptions and role descriptions. In addition, overviews of missing qualifications of employees can be generated.
- Applicant Management
The applicant management enables an efficient, digital management of job applications.

7 Technical Information

Information about system requirements and supported platforms can be found here:

[Technical Information](#)

The following additional prerequisites apply for the integration of SAP:

- SAP ERP Central Component (ECC) 6.0
- SAP Content Server HTTP Interface 4.7
- SAP GUI for Windows 7.40
Microsoft Visual C++ Redistributable 2017