# **Other Job Changes**

In this example we will walk through how to update an workers job details when multiple details need to be changed such as manager, location, cost center, FTE decrease (increases are not allowed through this process and will be denied) and compensation.

If your timekeeper assignment needs to change for the employee please contact <u>hrwork-day@maryfreebed.com</u>

If the employee needs to change job profiles, increase FTE, move from hourly/salary, receive a promotion/demotion, this must be submitted through recruiting as PCC approval may be needed and new position may need to created in workday. Contact <u>recruiting@maryfree-bed.com</u> for further instruction.

52 Steps <u>View most recent version</u>

Created by Alex Drabik Creation Date Dec 04, 2024

Last Updated Dec 04, 2024

# # Submitting the Job Change Request

### STEP 1

# <u>Search for the Worker and click on the worker object.</u>

			Q	craig smith	
■ th	0	Loc Ma	8	Craig Smith Talent Acquisition Specialist_2063.S   HR - Talent Management_8230.1   Mary Free Bed Rehabilitation Hospital	ler Curley
list_2063.S	ΞΞ	<b>Pos</b> Tale		VIEW MORE	visory Organization alent Management_8230.1 (Jared Curle

## <u>Click on the Job tab to review job details, this will give us a review of what the</u> worker's current fte, management level, location, eeid, and time type, and <u>supervisory orginization</u>.

Job Details		Contact Information - Public
Employee ID	100053	Work Address
Supervisory Organization	Mary Free Bed (Kent Riddle) >> HR - Talent Management_8230.1 (Jared Curley)	$^{\odot}$ 235 Wealthy Street SE Grand Rapids, MI 49503 United States of America
Position	Talent Acquisition Specialist_2063.S	
Business Title	Talent Acquisition Specialist_2063.S	
Job Profile	Talent Acquisition Specialist_2063.S	
Job Family	Administration Group > Human Resources	
Employee Type	Regular	
Management Level	Individual Contributor	
Time Type	Full time	
FTE	100.00%	
Location	Ø Mary Free Bed Rehabilitation Hospital	
Hire Date	11/14/2024	
Original Hire Date	11/14/2024	
Continuous Service Date	11/14/2024	
Length of Service	0 year(s), 0 month(s), 20 day(s)	

To view cost center click on the organizations tab.

Member of These Organizations 7 items		₩₩╤⊞⊾
Organization	Organization Type	Organization Subtype
Mary Free Bed Rehabilitation Hospital	Company	Company
8230 HR - Employment	Cost Center	Cost Center
Mary Free Bed Cost Center Hierarchy	Cost Center Hierarchy	Cost Center
MFB GR Campus EEO Location Hierarchy	Location Hierarchy	Location Hierarchy
National Compensation Location Hierarchy	Location Hierarchy	Location Hierarchy
MFB Hospital Biweekly	Pay Group	Pay Group
HR - Talent Management_8230.1 (Jared Curley)	Supervisory	Department

#### STEP 4

# Click on Actions to open the 'Related Actions' menu.

88		🖿 🔤 Craig Smith	Job Details 🕴
<u>≜</u> o,		Talent Acquisition Specialist_2063.S Actions	Momber of These
٩		品	Organization
000		Team	Mary Free Bed R
	_	B Summary	8230 HR - Emplo

Hover over 'Job Change' and select 'Transfer, Promote or Change Job'



#### **STEP 6**

## Click on Edit pencil or any of the start details to begin editing.

Many Free Bed	Q craig smith	$\otimes$	4 <sup>10</sup> 🚭 🌒 î
Change Job Craig Smith 💮			8
	Start		
Q	Start Details		
000	When do you want this change to take effect? * 12/15/2024		
*	Why are you making this change? <b>*</b>		
	Who will be the manager after this change? Jared Curley		
	Which team will this person be on after this change? HR - Talent Management_8230.1 (Jared Curley)		
	Where will this person be located after this change? * Mary Free Bed Rehabilitation Hospital		
	Do you want to use the next pay period? Yes		
Start Cancel			

Enter the appropriate effective date for the job details being changed.

Start
Start Details
When do you want this change to take effect? *
Why are you making this change? *
Do you want to use the next pay period?

# Under "Why are you making this change?," select Data Changes > Change Job Details

Change Job Details is the 'catch all' for when a worker has multiple changes happening in one event. For just a manager changes use 'Transfer', for just a location change, use 'change location', for just an FTE decrease use 'FTE Decrease', for just a change to resource status, use 'PRN (resource) Status Change.' You can find SOPs on all of these specific job change processes.

	When do you want this change to take effect	? *
1	Why are you making this change? *	
	Search 🗮	
	🔶 Data Changes	
	O Change Job Details	
	Change Location	
	○ FTE Decrease	
	O PRN (Resource) Status Change	
1	Which team will this person be on after this c	hange?
	× HR - Talent Management_8230.1 (Jared Curley)	

# If Manager is changing, search and select the appropriate receiving manager.

× Change Job Details	:≡ ?	
✓ Who will be the manager after this char ✓ Jared Curley ····	nge? ∷⊟	
dawn boomers		
Search for Manager All Managers	> >	hange?
Managers by Supervisory Organization	>	
Managers by Supervisory Organization Hierarchy	>	
Managers by Location Hierarchy	>	nange? *

Note by changing manager, you will see that the worker's team (supervisory organization) has updated to the new manager's supervisory organization (sup org)

	Why are you making this change? *
	Do you want to use the next pay period?
	Who will be the manager after this change?
	Which team will this person be on after this change?          ×       HR - Total Rewards_8215.1         (Dawn Boomers)       :=
	Where will this person be located after this change? *          × Mary Free Bed       Image: Imag
Cancel	

If location is changing, search and select the appropriate new location, then click start.

Kenabilitation		0	÷ E 🍿
Change Job Craig Smith			<u></u>
la μ	Start		
Q	Start Details		
۵۵	When do you want this change to take effect? * 12/15/2024	1	
\$	Why are you making this change? * Change Job Details		
	Who will be the manager after this change? Dawn Boomers		
	Which team will this person be on after this change? HR - Total Rewards_8215.1 (Dawn Boomers)		
	Where will this person be located after this change? * Mary Free Bed Rehabilitation Hospital		
	Do you want to use the next pay period?		
	160		
Start Cancel			

If you have changed managers, workday needs to know if the position is moving or if you will be backfilling this head count. If you will be backfilling STOP this process, and contact recruitment@maryfreebed.com for next steps.

If you are transferring to another manager but plan to create another role under your cost center/sup org, you will need to have recruiting build a new position.

You may continue this process by following the next steps and selecting 'move this headcount...', and if needed follow up with recruiting later and they will build a new requisition and position under your sup org.

≡ menu	Mary Free Bed	Q craig smith	$\otimes$	🖓 🗗
Ch	ange Job Craig Smith 💮			<b>6</b>
A.		Move		
۹	Start	Opening		
000	Move Job	What do you want to do with the opening left on your team? *		
<b>\$</b>	Location Details	Is this position available for overlap? Yes		
	Organizations			
	Compensation			

```
STEP 13
```

# Select Move this headcount to the new manager and click Next

	Opening
	What do you want to do with the opening left on your team? *
	I plan to backfill this headcount
	select one
	I plan to backfill this headcount
	Move this headcount to the new manager
ons	Close this headcount
ation	

# Review Job Profile details, note you are not allowed to change profile in this process.

If a job profile change needs to be made you must request this through recruitment@maryfreebed.com, this includes changes from hourly to salary or vice versa.

	Job		
Start	Job Profile		
Move	Job Profile *	I	
Job	Talent Acquisition Specialist_2063.S		
Location	Job Title		
Details	Talent Acquisition Specialist_2063.S		
Organizations	Pusieses Tide		
Compensation	business rite		
Summary	Business Title	I	
	Talent Acquisition Specialist_2063.S		

## **Click on Next**

	Compensation Summary	Business Title Talent Acquisiti
$\langle \rangle$	Back	

### Review/Update current location and scheduled weekly hours

You may decrease FTE in this process by decreasing the amount of scheduled weekly hours. However all FTE and schedule weekly hours increases must be submitted through recruitment@maryfreebed.com and are subject to PCC approval.

	Location Details		
	Location *	0	
	Mary Free Bed Rehabilitation Hospital		
	Scheduled Weekly Hours		
	40		
ns	Work Shift		
ion			

## **Click on Next**

	Compensation	
	Summary	
$\bigcirc$		
(>)	Back	

If an FTE decrease has taken place, you may need to update the time type to 'Part Time' or 'Resource', you should see FTE has automatically updated based on the number of scheduled weekly hours you submitted in the previous step.

Time Type: Full time = .75 FTE and up (30 weekly scheduled hours or more) Part time =.1 FTE - .749 (4 - 29 weekly scheduled hours) Resource = 0 FTE (0 weekly scheduled hours)

Again, if an employee is moving from salary to hourly (exempt to nonexempt) this change must be submitted through the recruiting process by contacting recruitment@maryfreebed.com.

Location	Administrative		
Details	Employee Type *	P	
Organizations	Regular		
Compensation	Time Type *		
Summary	Full time		
	Pay Rate Type		
	Salary		
	Location Weekly Hours		
	40		
	Default Weekly Hours		
	40		
	FTE 100%		
	Job Exempt		
	Yes		
	Joh Cotogory		
Back	N/A		

### **Click on Next**



If the employee is changing from Mary Free Bed Hospital to Mary Free Bed Orthotics and Prosthetics or vice versa, you need to update company and select the appropriate company.

This	is an	imperative	step for	accurate	payroll	processing.

	Q craig smith	$\otimes$
raig Smith \cdots		
	Organizations	
	Company	
	Company * Mary Free Bed Rehabilitation Hospital	ľ
	Cost Center	
s	Cost Center * 8230 HR - Employment	I

To change cost center, search and select the appropriate new cost center.

i <b>ons</b> ation	8215 :≡ × 8230 HR - Employment ••••
	View Impacted Events

### STEP 22

# Review your changes and click on the check mark to Save

≡ menu	Mary Free Bed	Q craig smith	$\otimes$	¢® 🌯 🧶
Ch	ange Job Craig Smith 🚥			<b>6</b>
dia.		Organizations		
٩	Start	Company		
000	Move	Company *	0	
	Job	Mary Free Bed Rehabilitation Hospital		
433	Location	Cost Cantar		
	Details	Cost Center		
	Organizations	Cost Center *		
	Compensation	× 8215 HR - Comp and		
	Summary	Benefits		
		View Impacted Events		
-				

20 of 46

## **Click on Next**

	Compensation	021011R-0011
	Summary	
$\langle \rangle$	Back Next	

### If your employee is decreasing their FTE they may have a compensation change, especially if they are salaried or moving to PRN they may receive a PRN rate. Always check with Total Rewards on any compensation questions.

A 1.0 employee's salary is calculated by taking their hourly rate and multiplying by 2080. To calculate a change if this employee was moving to a .5 from a .75 we would do the following equation:

Current FTE and salary to hourly rate: .75, \$80,000 | 80,000/(2080\*.75) > 80000/1560 = \$51.28 New FTE and Salary from hourly calc: .5 FTE | \$51.28\*2080\*.5 = \$53,331.2

|--|

	Grade 7S Grade Profile National_7S		
	Salary		
	Assignment Details 60,000.00 USD Annual	×	
	Plan Name Salary Plan		
	Effective Date 12/02/2024		
	Add		
	Hourly		
Next			

### **Click on Next**

	Plan Name Salary Plan
	Effective Date 12/02/2024
	Add
	Hourly
Back Next	Add

On the summary page review all changes made and make an edits as necessary.

Start Details		
When do you want this change to take effect? $\star$	Ø	
12/15/2024		
Why are you making this change? $\star$		
Change Job Details		
Who will be the manager after this change?		
Dawn Boomers		
Which team will this person be on after this change?		
HR - Total Rewards_8215.1 (Dawn Boomers)		
Where will this person be located after this change?		
Mary Free Bed Rehabilitation Hospital		
Do you want to use the next pay period?		
Yes		
Move	Guide Me	
	Guide Me	

Please enter a comment to provide the HR team context as to the changes being made.



REQUIRED: all Job Changes in workday require an attachment, sometimes this is a VP approval, other times it can just be an email or other document outlining the change request.

Click Select Files to upload the appropriate documentation needed. All Compensation changes require leader approval.

ments	
	Drop files here
	or
	Select files
bmit	Save for Later Cancel

```
STEP 29
```

	Ne have decided to assign TA specialist directly to the managers and cost centers they supp approval attached.	ort. VF
Attach	ients	
PDF	Document (1).pdf Successfully Uploaded!	
	Description VP Approval	
	Category ★	

# Enter a description of the documentation you provided.

### Select the appropriate document category.

Offers or Other documents will typically be what you select.



### **Click on Submit**

	PDF Vocument (1).pdf Successfully Uploaded!
	Description VP Approval
	Category * X Other Documents :=
	Upload
$\langle \rangle$	Submit Save for Later Cancel

## Next up in this process is the receiving manager, the next section will go through those instructions. However the next steps review how you as the current manager can view the status of the worker's job change business process (BP).

If the job change did not require a change in manager, this process will automatically route to the HR team for approval. Skip to step 43.

	Q craig	smith	$\otimes$	
● h	Job Details You ha	ave submitted	×	Support Roles Job His
⊧t_2063.S	Up Next: Date 12/ Member o <u>View Det</u>	Dawn Boomers   Review: Receiving Ma 06/2024 <u>ails</u>		
	Organization	Organiz	ration Type	Organization Subtype
	Mary Free Bed Rehabilitati	on Hospital Compa	ny	Company
	8230 HR - Employment	Cost Ce	enter	Cost Center
	Mary Free Bed Cost Center	Hierarchy Cost Ce	nter Hierarchy	Cost Center
	MFB GR Campus EEO Loca	ation Hierarchy Locatio	n Hierarchy	Location Hierarchy

# # Viewing status of Job Change Business Process 6 Steps

### **Click on Actions**



#### **STEP 34**

## Hover on Worker History > Click on View Worker History by Category

Acquisi	tion Specialist_2063.S		
5	Actions		Member of These Organizations 7 items
	Job Change	>	Business Title Talent Acquisition Specialist_2063.S
	Manage Work	>	Manager Jared Curley
Summa	Organization	>	View Worker History
Job	Payroll	>	View Worker History by Category
Compe	Payroll Interface	>	Maintain Worker Documents Maintain Worker History from Provinue System
Benefit	Personal Data	>	View Manager History
Selient	Recruiting	>	Edit Service Dates
Absenc	Talent	>	View Service Dates
Contac	Time and Absence	>	Edit System ID
	Worker History	>	View Employee History

# Under Staffing tab, you should see a list of all Job changes.

In this example we can see the process in 'In progress' under the status column

Hire History 1 item										/= = = = ■
Business Process		Initiated O	)n Sta	art Date	Status		Reason		Supervisory Organization	Position
Hire: Craig Smith		11/07/202 02:04:43 P	24 11/ PM	14/2024	Successfully (	Completed	Hire Emp	loyee > New Hire	IP Support_6085.2 (Jamie Schumaker)	COTA_1031.H
Data Change: Craig Smith	12/04, 09:56:	/2024 39 AM	12/15/2024	In Progress		Data Change > Data Change Job Details	Changes >	HR - Talent Management_8230.1 (Jared Curley)	Talent Acquisition Specialist_2063.S	HR - Total Rewards_8215.1 (Dawn Boomers)
Data Change: Craig Smith	12/04, 09:56:	/2024 39 AM	12/15/2024	In Progress		Data Change > Data Change Job Details	Changes >	HR - Talent Management_8230.1 (Jared Curley)	Talent Acquisition Specialist_2063.S	HR - Total Rewards_8215.1 (Dawn Boomers)
Transfer: Craig Smith	11/25/ 11:34:	/2024 41 AM	12/02/2024	Successfully	Completed	Transfer > Transfer > Transfer	Internal	IP Support_6085.2 (Jamie Schumaker)	COTA_1031.H	HR - Talent Management_8230.1 (Jared Curley)

# To view more details on the BP, Click on the hyperlinked BP

	Hire: Craig Smith		11/07/20 02:04:43	)24 PM	11/1	4/2024 S
දිලිව	Position Change History 2 items	3				
	Business Process	Initiat	ed On	Effective I	Date	Status
	Data Change: Craig Smith	12/04 09:56:	/2024 39 AM	12/15/202	24	In Progress
	Transfer: Craig Smith	11/25 11:34:	5/2024 :41 AM	12/02/202	24	Successfully Con
	4					

# Event Details tab will give you a summary of the changes requested, to view process steps, click the 'Process' Tab.

≜_ ≞o	For HR - Total Rewards_8215.1 (Dawn Boomers)	0
٩	Overall Process Data Change: Craig Smith	D
000	Event Details Process	
ŚŚ	Start	
	Start Details	

# In this example we can see the receiving (proposed) manager is up next and 'awaiting action'.

oge: Craig Smith	Due Date 1	2/11/2024				
ge. Graig Smith	Due Date	2/11/2024				
cess						
Step	Status	Completed On	Due Date	Person (Up to 5)	All Persons	Comment
Change Job	Step Completed	12/04/2024 09:56:39 AM	12/11/2024	Jared Curley	1	Alexus Brandenburg on behalf of Jared Curley: We have decided to assign TA specialist directly to the managers and cost centers they support. VP approval attached.
Review: Current Manager	Not Required		12/11/2024		0	
Review: Receiving Manager	Awaiting Action		12/06/2024	Dawn Boomers (Proposed Manager) ••••	1	
S						
to review remaining process details						

# # Receiving Manager Instructions

4 Steps

If the job change did not require a manager change you can skip this section.

# Navigate to your workday task inbox



Select the appropriate task, review the information and any comments made by the 'sending' manager or whomever submitted the job change.



# You can click on any attachments to review what was submitted.

		Review: Receiving Manager- Awaiting Action
<b>4</b> 11/27/2024	*	Attachments PDF Document (1).pdf Uploaded by Jared Curley 1 m
11/26/2024		Description VP Approval Category *

### Once ready you can click approve OR Send Back

If a correction needs to be made you can click send back and enter a comment as to why, this will send the task back to the sending manager/submitter to review/edit and resubmit.

11/26/2024 🕁	Description VP Approval
	Category * Cother Documents
11/22/2024 🕁	Upload
11/22/2024 🕁	Approve Send Back

# # Remaining Tasks after HR and/or Receiving Man... 10 Steps

Click on your workday inbox icon.

	× ^
	My Tasks
	ф <sup>19</sup> 🔒 2
24   Due: 12/06/2024   Effective: 12/15/2024	
te Manager Internal Transfer Tasks	

### Select the first task you need to complete.

Note for all job changes, a manager internal transfer task populates. Review the applicable to dos, noting that some may not be necessary based on the type of job change submitted.

Mary Free Bed	Q Search	1 الم	8
My Tasks	Image: performance of the second s	☆ ⑧ L <sup>T</sup> Created: 12/04/2024   Due: 12/06/2024   Effective: 12/15/2024 Complete To Do Complete Manager Internal Transfer Tasks	*
	۵۱۵ Advanced Search	2回	I
(L) Saved Searches	Complete Manager Internal Transfer 12/04/2024	For HR - Total Rewards_8215.1 (Dawn Boomers) Overall Process Data Change: Craig Smith	
	Due: 12/06/2024 V Effective: 12/15/2024	Overall Status Successfully Completed	1
The Archive	Assign Work Schedule for Data 12/04/2024 🔆 Change: Craig Smith - Talent Acquisition Specialist, 2063.S Due: 12/05/2024	Due Date         12/11/2024           Instructions         1) Submit Network User Form for New Hire: https://ttportal.mfbhosp.org/           2) Reach out to New Hire with Welcome Message         3) Ensure New Hire workspace is ready.           3) Ensure New Hire workspace is ready.         4) Ensure New Hire workspace is ready.	
Bulk Approve       Q     Manage Delegations	Time Entry: Chelsea Bellmer - 34 11/27/2024 1 Total Hours from 11/17/2024 to 11/30/2024	5) Complete other housekeeping items for New Hire (competency checklists, preparing team members, etc) o) Submit Workspace Request Form, if applicable, for additional space and/or relocation from an existing space: <u>https://app.smartsheet.com/b/form/ca7c1b6db83b46bcabc159f2</u> bb56030b	
	Due: 11/29/2024 Effective: 11/30/2024	enter your comment	I
	Benefit Change - Administrative 11/26/2024 📩 Correction : Andrew Corwin on 11/01/2024 Effective: 11/01/2024	•	-

Click on Submit once all necessary tasks have been complete, it is encouraged to leave a comment for historical record keeping purposes.



### Update work Schedule or Skip step if not necessary

For any job change, workday will automatically send you or the assigned timekeeper a task to update their Work Schedule. This work schedule indicates if they will be assigned shifts through Shift Wizard or if they are part of the administrative work force and will be salaried and auto populating hours.

WORKEI	
Start Date	* 12/15/2024
End Date	MM/DD/YYYY
Work Schedule Ca	lendar ★ Full Time Salaried Staff 8 :=
Current Work Sche	edule Full Time Salaried Staff 8 Hour Shift

If no change needs to be made click the gear icon on the top of the task.

Search		
20 items	למי בי Assign Worl	Created: 12/04/2024   Due: 12/05/20
	Worker	Craig Smith

### STEP 48

# Click on Skip This Task

<b>↑</b> ↓	As: Cancel	edule
	Correct	
	Worl Delegate Task	Craig Smith
12/04/2024 🟠	Stari Reassign	* 12/15/2024 🛱
	End Skip This Task	MM/DD/YYYY
11/27/2024	View Details Worl	* Full Time Salaried Staff 8 Hour Shift
	Current Work Schedule	Full Time Salaried Staff 8 Hour Shift

# Enter a Skip Reason.

Assign Work Schedule for Data Change: Craig Smith - Talent Acquisition Specialist_2063.S
Assign Work Schedule
12/05/2024
No changes to work schedule are being made.

### STEP 50

# Click on OK

11/26/2024	☆	
11/22/2024	☆	
11/22/2024	☆	OK Cancel

Notice the Task/Event has been skipped.

		Q Sea	rch			
←	All Items	Event s	kipped			× 1/29/2024   Effective: 11/30/2024
	Q Search: All Ite	Up Next: C Change : C <u>View Detai</u>	raig Smith   Benefit Ch raig Smith on 12/15/2 I <u>s</u>	ange - Employment Status 024 - Change Benefits for Life		Hours from 11/17/2024 to 11
~	Time Entry: Chelsea Be Total Hours from 11/17 11/30/2024	ellmer - 34 7/2024 to	11/27/2024 🟠	Regular Holiday 40.5 9	Time Off 40	
~	Due: 11/29/2024 Effective: 11/30/2024			Worker Chelsea Belln	ner	
	Benefit Change - Admir Correction : Andrew Co	nistrative rwin on	11/26/2024 🛧	Daily Totals 4 items		Туре
	Effective: 11/01/2024			Mon, 11/25		Regular Pay

#### **STEP 52**

Your process is now complete. You may navigate back to worker history to view the completed process. Note the Worker profile will not update with the changes until the effective date has come to pass.