SAS® Solutions Services 5.1
Data Model Reference

Contents

Introduction

This document is a companion to *SAS Solutions Services: Data Administration Guide*.

The data administration guide provides instructions for loading data into certain SAS solutions, including SAS Financial Management and SAS Human Capital Management. This data model reference contains supplementary information that you might find helpful as you follow the instructions in the data administration guide.
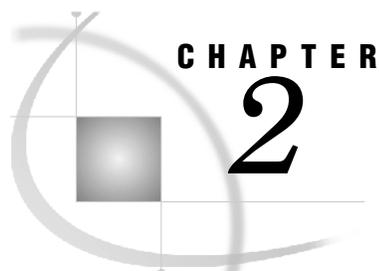
Descriptions of DDS Tables

The following table contains descriptions of all the tables in the SAS Cross Industry Detail Data Store. The tables are listed in alphabetical order.

Table 1 DDS Tables

Name	Comment
ABSENCE_TYPE	This table defines the types of absence that an employee can take. Examples are sickness, vacation, disability, family leave, and bereavement. This table is used to build the HCM formats for ABSENCE_TYPE_CD.
ABSENCE_TYPE	This table defines the types of absence that an employee can take. Examples are sickness, vacation, disability, family leave, and bereavement. This table is used to build the HCM formats for ABSENCE_TYPE_CD.
ACADEMIC_CREDIT	This table defines types of credit that are awarded by educational institutions. Examples: A = adult credits, C = continuing education units, N = no credit, Q = quarter hour credit. This table will be used by the future SAS Human Capital Management Education Model.
ACADEMIC_HONORS	This table defines academic honors. Example: magna cum laude. This table will be used by the future SAS Human Capital Management Education Model.
ACTION_REASON	This table describes the reason for a specific action associated with an employee. This table is used to build the SAS Human Capital Management formats for ACTION_REASON_CD.
ACTION_TYPE	This table defines the type of employee action, such as pay increase, probation, or suspension. This table is used to build the SAS Human Capital Management formats for ACTION_TYPE_CD.
ADDRESS_TYPE	This table contains address types, such as business, shipping, or residential.
ANALYSIS	This table contains categories of the type of data represented in financially based transaction tables. The table includes child and parent members used in traditional hierarchy/dimension. Examples are ACTUAL, BUDGET, and FORECAST. Used by SAS Financial Management.
ANALYSIS_ASSOC	This table contains the parent/child relationships that make up the ANALYSIS hierarchies. ANALYSIS hierarchies must be flat; each analysis member is its own parent. Used by SAS Financial Management.
ANALYSIS_ASSOC_TYPE	This table identifies the ANALYSIS hierarchies. Used by SAS Financial Management.
ANALYSIS_NLS	This table supplements the ANALYSIS table with localized member names and descriptions. Used by SAS Financial Management.
APP_DIMENSION	This table contains the localized names and descriptions of the dimensions that can be loaded into the SDM. Used by SAS Financial Management.
APP_FORMULA	For internal use only.
APP_FORMULA_READ_MEMBER	For internal use only.
APP_FORMULA_TARGET	For internal use only.

Name	Comment
APP_FORMULA_TYPE	For internal use only.
APP_FORMULA_WRITE_MEMBER	For internal use only.
APP_GROUP_ACTIONS	This table holds group data for the Security tab of member properties. Used by SAS Financial Management.
APP_MBR_SELECTION_RULES	This table defines a system filter that is used by the SAS Financial Management Add-In for Microsoft Excel. Used by SAS Financial Management.
APP_MEMBER_PROPERTY_MAP	This table defines a custom member property map. Used by SAS Financial Management.
APP_PROPERTY	This table defines custom member properties. Used by SAS Financial Management.
APP_SCHEMA	This table is for future use.
APP_SCHEMA_NLS	This table is for future use.
APP_SELECTION_SET	This table defines a selection set to support the system filter in APP_MEMBER_SELECTION_RULES. Used by SAS Financial Management.
APP_SELECTION_SET_NLS	This table is for future use.
APP_USER_ACTIONS	This table holds user data for the Security tab of member properties. Used by SAS Financial Management.
APP_USER_X_MEMBER	This table holds data for the Users tab of member properties. Used by SAS Financial Management.
APPLICATION_STATUS	This table contains status codes for employment applications. This table is used to build the SAS Human Capital Management formats for APPLICANT_STATUS_CD.
ATTENDANCE_STATUS	This table defines attendance statuses, such as "Current" or "Prior." This table will be used by the future SAS Human Capital Management Education Model.
CODE_LANGUAGE	This table contains a row for each language/locale used throughout the DDS. It is used as input into the SDM. This table is required for SAS Financial Management and SAS Human Capital Management.
COMPENSATION	This table defines a history of additional compensation paid to an employee (other than base pay). Examples are bonuses and one-time awards. Required table when populating SAS Human Capital Management compensation history data.
COMPENSATION_TYPE	This table defines types of additional compensation, such as commissions or bonuses. This table is used to build the SAS Human Capital Management formats for COMPENSATION_TYPE_CD.
COMPETENCY	This table defines competencies. A competency is a specific identifiable, definable, and measurable skill, ability, knowledge, or other characteristic necessary for the performance of an activity or job within a specific business context. Competencies are measurable and can be quantifiable. Examples include a requirement for Java Programming, Masters Degree, a willingness to relocate as identified by the organization. Through the use of the other COMPETENCY tables, competencies are identified overall, assigned, and tracked for the jobs and employees. Competencies can be recursive. A competency can include other competencies, up to one level. This table will be used by the future SAS Human Capital Management Competency Model.
COMPETENCY_ASSOC	This association table contains the parent/child relationships that make up the Competency hierarchy. This table will be used by the future SAS Human Capital Management Competency Model.
COMPETENCY_ASSOC_TYPE	This table identifies the COMPETENCY hierarchies. This table will be used by the future SAS Human Capital Management Competency Model.

Name	Comment
COMPETENCY_CATALOG	This table defines catalogs that are used to track competencies. This table will be used by the future SAS Human Capital Management Competency Model.
COMPETENCY_CATEGORY	This table defines categories that are used to track competencies. This table will be used by the future SAS Human Capital Management Competency Model.
COMPETENCY_CATEGORY_CLASS	This table contains the type of the competency. Types can include skills, abilities, and knowledge. This table will be used by the future SAS Human Capital Management Competency Model.
COMPETENCY_CLASS	This table defines classes that are used to track competencies. Classes can include Business, Communication, Humanities, etc. This table will be used by the future SAS Human Capital Management Competency Model.
COMPETENCY_EVIDENCE	This table is used to capture information, or evidence, required for the competency. Examples are performance appraisals, reports, or certificates. This table will be used by the future SAS Human Capital Management Competency Model.
COMPETENCY_TYPE	This table defines competency classes. This table will be used by the future SAS Human Capital Management Competency Model.
COMPETENCY_WEIGHT_BOUNDS	This table contains the threshold bounds for the competency by type. Bounds can be numeric or a string value. For example, a Required (type) for Java programming can have a range bound of 1 to 5 with an interval of 1. This means that the job or employee can be rated a 1, 2, 3, 4, or 5. Non-numeric bounds examples are Interested or Not Interested. This table will be used by the future SAS Human Capital Management Competency Model.
COMPETENCY_X_TAXONOMY_SOUR CE	This table is a crosswalk between the COMPETENCY column in the COMPETENCY table and the TAXONOMY_ID column in the TAXONOMY table. This mapping is used to associate internal competencies with external competencies for comparison and measurement. This table will be used by the future SAS Human Capital Management Competency Model.
CONTACT_ROLE	This table defines contact roles.
COST_CENTER	This table contains a list of categories that identify the division of functional areas within an organization. These categories are typically entities to which costs are assigned. The table includes child and parent members.
COST_CENTER_ASSOC	This table contains the parent/child relationships that make up the COST_CENTER hierarchies.
COST_CENTER_ASSOC_TYPE	This table identifies the COST_CENTER hierarchies.
COST_CENTER_NLS	This table supplements the COST_CENTER table with localized member names and descriptions.
COUNTRY	This table contains two-character country codes that conform to the ISO 3166 standard. It is used by SAS Financial Management and SAS Human Capital Management.
COUNTY	This table contains codes used to identify counties in a state or region. This table is used to build the SAS Human Capital Management formats for COUNTY_CD. Information in this table used by SAS Human Capital Management Geographic Analysis.
COURSE_LEVEL	This table defines course levels that are established by the National Center for Education Statistics to indicate the level or type of work, which is reflected in the grade average and the credit hours. Examples: 1 = Remedial; 2 = Basic; 3 = Teacher's Aide; 4 = General; A = Summary of all. SAS Human Capital Management reference table for the NCES information.
CURRENCY	This table contains the list of standard three-character ISO 4217 codes used for identifying currency codes. Required by SAS Financial Management and SAS Human Capital Management.

Name	Comment
CURRENCY_ASSOC	This table contains the parent/child relationships that make up the CURRENCY hierarchies. CURRENCY hierarchies must be flat; each currency is its own parent. Used by SAS Financial Management.
CURRENCY_ASSOC_TYPE	This table identifies the currency hierarchies. Used by SAS Financial Management.
CURRENCY_COMPLEX_EXCH_RATE	This table contains the numerical exchange rates between pairs of currencies, defined by crossings of various dimension members and exchange rate types. The table is used by SAS Financial Management.
CURRENCY_EXCH_RATE	This table contains the numerical exchange rates between pairs of currencies, for different time periods and exchange rate types. Used by SAS Financial Management.
CURRENCY_EXCH_RATE_SET	This table defines the DDS exchange rate sets, which contain exchange rates in the Detail Data Store. DDS exchange rate sets are different from SAS Financial Management Studio exchange rate sets, but they can be mapped to them. Used by SAS Financial Management.
CURRENCY_EXCH_RATE_SRC	This table defines codes that identify the sources from which you extract numerical exchange rates. Used by SAS Financial Management.
CURRENCY_EXCH_RATE_TYPE	This table contains the codes that identify exchange rate types. Examples are PeriodAverage, PeriodClose, and PeriodOpen. Used by SAS Financial Management.
DATES_OF_ATTENDANCE	This table captures the period during which a person attended a school or institution. This table will be used by the future SAS Human Capital Management Education Model.
DDS_SOLUTIONS_VERSION	This table contains the details from loading various types of data: version of the data, load method of the data (installation or migration), and the status of the load (successful or failed).
DEGREE_CONCENTRATION	This table defines concentrations within a major or field of study. Example: masters degree in business administration with a concentration in personnel. This table will be used by the future SAS Human Capital Management Education Model.
DEGREE_OPTION	This table contains the official names of major degree options. Example: A particular institution might require their Civil Engineering majors to select either a Mechanical Engineering option or a Structural Engineering option. This table will be used by the future SAS Human Capital Management Education Model.
DEGREE_PROGRAM	This table defines degree programs. This table will be used by the future SAS Human Capital Management Education Model.
DEGREE_TYPE	This table defines degree types. Examples: doctorate, masters, bachelors, associate certificate. This table will be used by the future SAS Human Capital Management Education Model.
DIMENSION_TYPE	This table defines dimension types. This table is used by SAS Financial Management and SAS Human Capital Management.
EDUCATION_HISTORY	This table lists the employee's history of formal education and certification. Examples: High School, College, University, or Technical School. This table will be used by the future SAS Human Capital Management Education Model.
EDUCATION_LEVEL	This table defines the employee's level of education. Required table when tracking SAS Human Capital Management education history.
EDUCATION_VALUE	This table contains the measurement standards relevant for tracking an employee's education history. This includes the minimum and maximum bounds and the employee's value. Examples of values tracked are GPA and class rank. Tracked values can be numeric or string. This table will be used by the future SAS Human Capital Management Education Model.

Name	Comment
EDUCATION_VALUE_SYSTEM	This table defines scales against which the educational measure can be compared. Business rules: For a GPA, this might contain the highest possible GPA attainable at this institution. For a class rank, this might contain the size of the class. This table will be used by the future SAS Human Capital Management Education Model.
EDUCATION_VALUE_TYPE	This table contains information measuring the educational performance of the person. Examples: If the measurement is grade point average (GPA), then this might contain a value of 3.5. If the measurement is rank in class, this might contain a value of 130 (ranked 130 out of class of 5000). This table will be used by the future SAS Human Capital Management Education Model.
EEO_CLASS	This table contains the standard EEO classification codes. EEO1 classifications are used for corporations and EEO4 are used for government reporting at the federal, state and local level. This table is used to build the SAS Human Capital Management formats for EEO_CLASS_CD. Many standard SAS Human Capital Management reports use this information.
EMPLOYEE	This table defines current and historical information pertaining to employees. Required table for SAS Human Capital Management.
EMPLOYEE_ABSENCE	This table defines and tracks the information about an employee absence. Required table when populating SAS Human Capital Management absence history data.
EMPLOYEE_ACTION	This table contains particular employee actions, such as pay increases, suspensions, or probations of particular employees. This table represents valid combinations of Action Type Codes and Reason Type Codes. An employee has to have at least 1 record in this table to be counted in headcount from that start date forward. Required table for SAS Human Capital Management.
EMPLOYEE_INVOLVEMENT_TYPE	This table is not used.
EMPLOYEE_STATUS	This table defines the employment status of an employee. For example: active, terminated, inactive. This table is used to build the SAS Human Capital Management formats for EMPLOYEE_STATUS_CD.
EMPLOYEE_TYPE	This table contains unique codes to indicate an employee's employment type. This table is used to build the SAS Human Capital Management formats for EMPLOYEE_TYPE_CD.
EMPLOYEE_UNION	This table contains codes for labor unions. This table is used to build the SAS Human Capital Management formats for UNION_TYPE_CD.
EMPLOYEE_X_COMPETENCY	This table is the intersection of the EMPLOYEE table and the COMPETENCY table. This table contains the competencies held by an employee independent of any job he or she holds. This table will be used by the future SAS Human Capital Management Competency Model.
EMPLOYEE_X_EVIDENCE	The intersection of the EMPLOYEE table and the COMPETENCY_EVIDENCE table. This table contains the information on the evidence the employee has for a competency. For example, a Medical Doctor has to have a license. The information in this table would contain the information supporting the evidence of that license. This table will be used by the future SAS Human Capital Management Competency Model.
EMPLOYEE_X_INTERNAL_ORG	This table identifies the employees associated with an internal organization and vice versa. Required table for SAS Human Capital Management.
EMPLOYEE_X_JOB	This table associates an employee to a position or job. Required table for SAS Human Capital Management.
EMPLOYEE_X_JOB_X_COMPETENCY	This table contains the employee's job information with the competencies. It identifies the competencies held by the employee associated with the job position, and the employee's competency value and the bounds that the employee holds. This table will be used by the future SAS Human Capital Management Competency Model.

Name	Comment
EMPLOYMENT_APPLICATION	This table contains employment application data. Required table when populating SAS Human Capital Management applicant history data.
ENROLLMENT_STATUS	This table defines enrollment statuses. Examples: regular, night, continuing education. This table will be used by the future SAS Human Capital Management Education Model.
ETHNICITY	This table is used to define an individual's ethnic origin. This table is used to build the SAS Human Capital Management formats for ETHNICITY_CD.
EVIDENCE_TYPE	The type classification of competency evidence. Examples: CRT is Certificate, DEG is Degree, CMP is Completion, or OBS is Manager Observation. This table will be used by the future SAS Human Capital Management Competency Model.
EXEMPT_STATUS	This table defines a position as "exempt" or "non-exempt." An exempt position is purely management, administrative, or professional. Employees in exempt positions perform without close supervision. Consequently, they are exempt from coverage under the Fair Labor Standards Act. This table is used to build the SAS Human Capital Management formats for EXEMPT_STATUS_CD. Many standard SAS Human Capital Management reports use this information.
EXTERNAL_ORG	This table defines organizations that are not part of your enterprise. Some examples are suppliers, vendors, and customers. Compare INTERNAL_ORG. Required SAS Human Capital Management table if tracking competency taxonomy
EXTERNAL_ORG_ADDRESS	This table has the address associated with an external organization.
EXTERNAL_ORG_ASSOC	This table contains the parent/child relationships that make up the EXTERNAL_ORG hierarchies.
EXTERNAL_ORG_ASSOC_TYPE	This table identifies the EXTERNAL_ORG hierarchies.
EXTERNAL_ORG_CONTACT	This table contains contact information and associations to the EXTERNAL_ORG and EXTERNAL_ORG_ADDRESS tables.
EXTERNAL_ORG_NLS	This table supplements the EXTERNAL_ORG table with localized member names and descriptions.
FICE	This table contains Federal Interagency Committee on Education (FICE) codes. FICE codes are assigned by the Department of Education and are used as the primary identifier for each academic institution in the Graduate Student Survey. The FICE table represents the Institution FICE code information as identified by the Federal Interagency Committee on Education. FICE code table data is used as the primary identifier for each academic institution. This table will be used by the future SAS Human Capital Management Education Model.
FLSA_STATUS	This table defines the Employee FLSA (Fair Labor Standards Act) status. The FLSA status might be the same as the exempt status. This table is used to build the SAS Human Capital Management formats for FLSA_STATUS_CD.
GENDER	This table defines the codes for gender. This table is used to build the SAS Human Capital Management formats for GENDER_CD.
GL_ACCOUNT	This table lists General Ledger Account members. The table includes both the child and parent GL account members that are used in traditional hierarchy/dimension. Examples are cash, accounts receivable, and current assets. Used by SAS Financial Management.
GL_ACCOUNT_ASSOC	This table contains the parent/child relationships that make up the GL_ACCOUNT hierarchies. Used by SAS Financial Management.
GL_ACCOUNT_ASSOC_TYPE	This table identifies the GL_ACCOUNT hierarchies. Used by SAS Financial Management.

Name	Comment
GL_ACCOUNT_NLS	This table supplements the GL_ACCOUNT table with localized member names and descriptions. Used by SAS Financial Management.
GL_ACCOUNT_TYPE	This table contains the list of codes used to categorize general ledger accounts. Examples of account types are asset, liability, revenue, and expense. Used by SAS Financial Management.
GL_JRNL	This table contains the header record for detailed general ledger journal transactions. Used by SAS Financial Management.
GL_JRNL_DETAILS	This table contains the detailed general ledger journal transactions. Used by SAS Financial Management.
GL_NORMAL_BAL	This table contains two rows that represent the two kinds of normal balance that an account can have: credit and debit. Used by SAS Financial Management.
GL_TRANSACTION_SUM	This table contains aggregate general ledger transactions. The source of this information could be ERP systems or other consolidation systems. Transactions represent the aggregation of general ledger information when journal detail is not available. Used by SAS Financial Management.
GRADUATING_DEGREE	This table defines codes that indicate whether a diploma is issued at the completion of the education. Examples: Graduating or Qualifying. This table will be used by the future SAS Human Capital Management Education Model.
HONORS_PROGRAM	This table defines honors programs that are part of degree programs. This table will be used by the future SAS Human Capital Management Education Model.
INDUSTRY	This table defines industries.
INTERNAL_ORG	This table defines organizations that are part of your enterprise. Some examples are departments, divisions, and subsidiaries. Compare EXTERNAL_ORG. Required table for SAS Financial Management and SAS Human Capital Management.
INTERNAL_ORG_ASSOC	This table contains the parent/child relationships that make up the INTERNAL_ORG hierarchies. Required table for SAS Financial Management and SAS Human Capital Management.
INTERNAL_ORG_ASSOC_TYPE	This table identifies the INTERNAL_ORG hierarchies. Required table for SAS Financial Management and SAS Human Capital Management.
INTERNAL_ORG_NLS	This table supplements the INTERNAL_ORG table with localized member names and descriptions.
ITEM_CATEGORY	This table contains the item or product hierarchy names for each level in that hierarchy.
ITEM_CATEGORY_ASSOC	This table contains the parent/child relationships that make up the ITEM_CATEGORY hierarchies.
ITEM_CATEGORY_ASSOC_TYPE	This table identifies the ITEM_CATEGORY hierarchies.
JOB	This table contains the various jobs that the company has. Required table when populating SAS Human Capital Management job information data.
JOB_GROUP	This table defines the various job groups that a company has. The job group is usually associated with an EEO classification. This table is used to build the SAS Human Capital Management formats for JOB_GROUP_CD and to load the JOBS table. Required table when populating SAS Human Capital Management job information data.
JOB_POSITION	This table defines a company's job positions. It can include open and closed positions. Required table when populating SAS Human Capital Management job position information data.

Name	Comment
JOB_X_COMPETENCY	This table is the intersection of the JOB and COMPETENCY tables. It identifies what competencies are required to perform the duties of the job. It also contains the value within the competency bounds that the job is associated with. This table will be used by the future SAS Human Capital Management Competency Model.
MARITAL_STATUS	This table defines the codes used for marital status. This table is used to build the SAS Human Capital Management formats for MARITAL_STATUS_CD.
MEASURE	This table contains measures that can be used in scorecards. A default source table is supplied.
MILITARY_EXPERIENCE	This table defines an employee's military experience. Required table when populating SAS Human Capital Management military experience data.
MILITARY_EXPERIENCE_TYPE	This table defines the types of military experience. This table is used to build the SAS Human Capital Management formats for MILITARY_EXPERIENCE_TYPE_CD.
MISC_RATE	This table contains the numerical rates between two crossings of various dimension members and rate types. The table is used by SAS Financial Management.
MISC_RATE_SET	This table defines the DDS rate sets which contain rates in the SAS Detail Data Store. DDS rate sets are different from SAS Financial Management Studio driver rate sets, but they can be mapped to them. The table is used by SAS Financial Management.
MISC_RATE_TYPE	This table contains the codes that identify rate types. The table is used by SAS Financial Management.
ORG_TYPE	This table contains codes for organization types. Examples are division, department, and subsidiary.
OTHER_HONORS	This table defines honors that students can receive that are not in the ACADEMIC_HONORS table. Example: Phi Beta Kappa. This table will be used by the future SAS Human Capital Management Education Model.
PAY_LEVEL	This table is used to define the company's pay structure. The pay structure can be referred to pay grades or bands. The pay levels might be associated with a job or position or with the employee. Required table when populating SAS Human Capital Management pay level information.
PAY_LEVEL_STRUCTURE	This table is used to define unique codes in the company's pay level structure. Required table when populating SAS Human Capital Management pay level information.
PERIOD_TYPE	This table contains unique codes for time period types. Examples are MO, QTR, and YR. Used by SAS Financial Management.
POSITION_PERMANENCE	This table indicates whether the position is regular or temporary. This table is used to build the SAS Human Capital Management formats for PERMANENCE_CD.
POSITION_STATUS	This table defines unique position status codes. This table is used to build the SAS Human Capital Management formats for POSITION_STATUS_CD.
PROFIT_CENTER	This table contains categories that identify the division of functional areas within an organization. These categories are typically nonphysical entities to which revenues and costs are assigned. The table includes child and parent members.
PROFIT_CENTER_ASSOC	This table contains the parent/child relationships that make up the PROFIT_CENTER hierarchies.
PROFIT_CENTER_ASSOC_TYPE	This table identifies the PROFIT_CENTER hierarchies.
PROFIT_CENTER_NLS	This table supplements the PROFIT_CENTER table with localized member names and descriptions.

Name	Comment
RATE_SOURCE	This table defines codes that identify the sources from which you extract numerical rates. The table is used by SAS Financial Management.
RECRUITMENT_SOURCE	This table defines the recruitment source for the application. For example, internet or advertisement. This table is used to build the SAS Human Capital Management formats for RECRUITMENT_SOURCE_CD.
REJECTION_REASON	This table defines the reason that the application was rejected. For example, withdrawal or not qualified. This table is used to build the SAS Human Capital Management formats for REJECTION_REASON_CD.
RETAINED_EARN_ROLL_FWD_METHOD	This table contains the predefined methods for computing the value of a Retained Earnings account that are in the SAS_RETAINED_EARN_ROLL_FWD_METH table.
SASOP_DETAIL	This table contains the Operational Planning transactional data.
SCHOOL_DEPT	This table contains a listing of the departments, schools, or other organizational units for the educational institution. Examples: department, branch, group, team. This table will be used by the future SAS Human Capital Management Education Model.
SCHOOL_DEPT_TYPE	This table defines the school department types. Examples: department, branch, group or team. This table will be used by the future SAS Human Capital Management Education Model.
SCHOOL_NAME_TYPE	This table contains codes for different types of educational institutions. This table will be used by the future SAS Human Capital Management Education Model.
SCHOOL_OR_INSTITUTION	This table contains a listing of educational institutions tracked by the organization. This can be an internal or external listing depending on the site. This table will be used by the future SAS Human Capital Management Education Model.
SCHOOL_TYPE	This table contains codes for different types of educational institutions. Examples: community college, trade school, university. This table will be used by the future SAS Human Capital Management Education Model.
SOURCE_GL_ACCOUNT	This table specifies the source accounts for each Retained Earnings or CTA account that is defined in the GL_ACCOUNT table. Used by SAS Financial Management.
SOURCE_SYSTEM	This table contains the predefined source system codes that are in the SAS_SOURCE_SYSTEM table.
SPECIAL_REF_COMP	This table contains special reference competency information. This table will be used by the future SAS Human Capital Management Competency Model.
STATE_REGION	This table contains unique codes that are associated with states or regions. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas. This table is used to build the SAS Human Capital Management formats for STATE_REGION_CD.
TAXONOMY	This table contains the codes that are used to cross-reference the internal competencies to external sources. Example: Corpx Java Programming competency with a code of JAV references to CorpExternal for Java Programming with a code of ABC. This table will be used by the future SAS Human Capital Management Competency Model.
TAXONOMY_CATALOG	This table defines taxonomy catalogs. This table will be used by the future SAS Human Capital Management Competency Model.
TAXONOMY_COMP_CLASS	This table defines competency classes for taxonomies. This table will be used by the future SAS Human Capital Management Competency Model.
TAXONOMY_SOURCE	This table contains the listing of external or internal competency comparisons. For instance, the site wants to compare its software development internal competency listings to other organizations. This table identifies the external source and along with the crosswalk table provides the ability for comparison. This table will be used by the future SAS Human Capital Management Competency Model.

Name	Comment
TAXONOMY_SPECIAL_REF_COMP	This table defines special reference competency codes for the taxonomy. This table will be used by the future SAS Human Capital Management Competency Model.
TIME_FREQUENCY	This table contains a list of codes that quantify the number of hours that span a particular time period. For example, a time frequency code of "WK" would equate to hours_per_period_qty of 168 hours. This table is used to build the SAS Human Capital Management formats for TIME_FREQUENCY_CD.
TIME_PERIOD	This table contains a list of time periods that are used to represent time as a hierarchy. The table would include both the child and parent members that would be used in traditional hierarchy/dimension. Examples include AllYears, YR2002, 1stQtr2002, and Jan2002. Required for SAS Financial Management. Used for SAS Human Capital Management metrics.
TIME_PERIOD_ASSOC	This table contains the parent/child relationships that make up the TIME_PERIOD hierarchies. Required for SAS Financial Management. Used for SAS Human Capital Management metrics.
TIME_PERIOD_ASSOC_TYPE	This table identifies the TIME_PERIOD hierarchies. Required for SAS Financial Management. Used for SAS Human Capital Management metrics.
TIME_PERIOD_NLS	This table supplements the TIME_PERIOD table with localized member names and descriptions.
TIME_UNIT_OF_MEASURE	This table contains a list of unique codes that are used to categorize types of time frequencies into units of measure.
WEIGHT_TYPE	This table defines weighting types that are used for measurement. This table will be used by the future SAS Human Capital Management Competency Model.
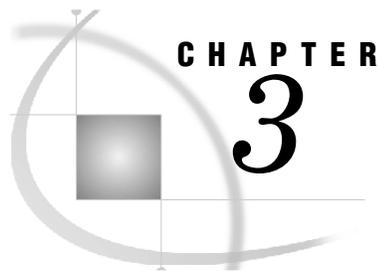
3

Descriptions of DDS Table Columns

Each table in this chapter contains descriptions of all the columns in a particular DDS table. The tables are in alphabetical order.

Each staging table contains a subset of the columns in the corresponding DDS table. The DDS table columns that are not in the staging tables are the PROCESSED_DTTM columns and the columns that have names that end with _RK:

- The PROCESSED_DTTM columns tell when a table was most recently loaded.
- The _RK columns contain unique integer key values that map to the business key values.

The time stamps and integer key values are generated by the jobs that load the DDS tables from the corresponding staging tables.

Table 2 ABSENCE_TYPE Table

Name	Data Type	Comment
ABSENCE_TYPE_CD	VARCHAR(10)	Code for a type of absence. Typical absence types are sickness, vacation, disability, family leave, and bereavement.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the absence type is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the absence type is valid to.
ABSENCE_TYPE_DESC	VARCHAR(255)	Description of a type of absence. Typical absence types are sickness, vacation, disability, family leave, and bereavement.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 3 ACADEMIC_CREDIT Table

Name	Data Type	Comment
ACADEMIC_CREDIT_CD	VARCHAR(10)	Code indicating the type of credit used or awarded by the institution. Examples: A = adult credits, C = continuing education units, N = no credit, Q = quarter hour credit
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ACADEMIC_CREDIT_DESC	VARCHAR(255)	Description of the academic credit.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 4 ACADEMIC_HONORS Table

Name	Data Type	Comment
ACADEMIC_HONORS_CD	VARCHAR(10)	Code for any academic honors associated with the degree. Example: magna cum laude.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ACADEMIC_HONORS_DESC	VARCHAR(255)	Description of the academic honors.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 5 ACTION_REASON Table

Name	Data Type	Comment
EMPLOYEE_ACTION_REASON_CD	VARCHAR(10)	Code for a reason for an employee action. For example, "promotion" is a reason for a pay raise. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the action reason is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the action reason is valid to.
EMPLOYEE_ACTION_REASON_DESC	VARCHAR(255)	Description of a reason for an employee action. For example, "promotion" is a reason for a pay raise.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 6 ACTION_TYPE Table

Name	Data Type	Comment
ACTION_TYPE_CD	VARCHAR(10)	Code for a type of employee action. Typical employee actions are probation, performance improvement plan, and suspension. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the action type is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the action type is valid to.
ACTION_TYPE_DESC	VARCHAR(255)	Description of a type of employee action. Typical employee actions are probation, performance improvement plan, and suspension.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 7 ADDRESS_TYPE Table

Name	Data Type	Comment
ADDRESS_TYPE_CD	VARCHAR(10)	Code for an address type. Typical address types are business, shipping, mailing, and primary residence.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ADDRESS_TYPE_DESC	VARCHAR(255)	Description of an address type. Typical address types are business, shipping, mailing, and primary residence.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 8 ANALYSIS Table

Name	Data Type	Comment
ANALYSIS_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ANALYSIS_ID	VARCHAR(32)	Unique ID for an analytic category. Examples are ACTUAL, BUDGET, and FORECAST.
SOURCE_SYSTEM_CD	VARCHAR(3)	A code that indicates how each record originated. The valid codes are defined in the SAS_SOURCE_SYSTEM table. If no code is specified in the staging table, then "ETL" is supplied automatically by the job that loads the DDS table.
ANALYSIS_NM	VARCHAR(50)	Short name for describing IDs used to categorize types of financial data.
ANALYSIS_DESC	VARCHAR(255)	Long name for describing IDs used to categorize types of financial data.
ANALYSIS_ADK	VARCHAR(32)	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 9 ANALYSIS_ASSOC Table

Name	Data Type	Comment
ANALYSIS_RK	NUMERIC(10)	The ANALYSIS_RK value from the ANALYSIS table for the child in a parent-child relationship.
PARENT_ANALYSIS_RK	NUMERIC(10)	The ANALYSIS_RK value from the ANALYSIS table for the parent in a parent-child relationship.
ANALYSIS_ASSOC_TYPE_CD	VARCHAR(32)	Code for the hierarchy that a parent-child relationship is part of.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ORDER_NO	NUMERIC(8)	Identifies the order in which the members should be listed for a given hierarchy level.
ANALYSIS_ADK	VARCHAR(32)	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 10 ANALYSIS_ASSOC_TYPE Table

Name	Data Type	Comment
ANALYSIS_ASSOC_TYPE_CD	VARCHAR(32)	Code for an analysis hierarchy.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
DEFAULT_ANALYSIS_RK	NUMERIC(10)	Surrogate integer-valued key for the analysis member that is the default member of the hierarchy. It is looked up in the ANALYSIS table.
ANALYSIS_ASSOC_TYPE_DESC	VARCHAR(255)	A description of the hierarchy.
ANALYSIS_ADK	VARCHAR(32)	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 11 ANALYSIS_NLS Table

Name	Data Type	Comment
ANALYSIS_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ANALYSIS_NM	VARCHAR(50)	Short name for describing IDs used to categorize types of financial data. This text is in the specified language/locale.
ANALYSIS_DESC	VARCHAR(255)	Long name for describing IDs used to categorize types of financial data. This text is in the specified language/locale.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 12 APP_DIMENSION Table

Name	Data Type	Comment
APP_DIM_ADK	VARCHAR(32)	This column is not used.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
APP_DIM_DESC	VARCHAR(255)	Application dimension description in the default language/locale.
DIMENSION_TYPE_CD	VARCHAR(32)	Code for the dimension type associated with the app dimension.
APP_DIM_NM	VARCHAR(50)	Application Dimension Description represented in the specified language/locale.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 13 APP_FORMULA Table

Name	Data Type	Comment
FORMULA_TARGET_RK	NUMERIC(10)	A FORMULA_TARGET_RK value from the APP_FORMULA_TARGET table.
LINE_NO	NUMERIC(8)	Formulas can span multiple lines. This identifies the line number associated with the specific formula.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
DIMENSION_TYPE_RK	NUMERIC(10)	The surrogate integer-valued key for the dimension type. It is looked up in the DIMENSION_TYPE table.
APP_DIM_ADK	VARCHAR(32)	This column is not used.
DIMENSION_TYPE_CD	VARCHAR(32)	Dimension type code associated with the formula.
DIMENSION_MEMBER_CD	VARCHAR(32)	Dimension member code associated with the formula.
ORDINAL_NO	NUMERIC(4)	Scope order number.
FORMULA_TXT	VARCHAR(32000)	The formula.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 14 APP_FORMULA_READ_MEMBER Table

Name	Data Type	Comment
FORMULA_TARGET_RK	NUMERIC(10)	A FORMULA_TARGET_RK value from the APP_FORMULA_TARGET table.
LINE_NO	NUMERIC(8)	A formula read member can span multiple lines. This identifies the line number associated with the specific formula read member.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
READ_MEMBER_SCOPE_TXT	VARCHAR(32000)	Text of the read member for the formula.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 15 APP_FORMULA_TARGET Table

Name	Data Type	Comment
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
FORMULA_TARGET_RK	NUMERIC(10)	A surrogate integer-valued key for the record, which is generated by the DDS job. A unique integer-valued key is generated for each unique combination of DIMENSION_TYPE_CD and DIMENSION_MEMBER_CD.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
DIMENSION_TYPE_RK	NUMERIC(10)	The surrogate integer-valued key for the dimension type. It is looked up in the DIMENSION_TYPE table.
APP_DIM_ADK	VARCHAR(32)	This column is not used.
DIMENSION_TYPE_CD	VARCHAR(32)	Dimension type code associated with the formula target.
DIMENSION_MEMBER_CD	VARCHAR(32)	Dimension member code associated with the formula target.
FORMULA_TYPE_CD	VARCHAR(10)	Formula type code.
PRECEDENCE_ORDER_NO	NUMERIC(4)	Precedence order of the formula target.
ORDINAL_NO	NUMERIC(4)	Scope order number.
APP_FORMULA_TARGET_DESC	VARCHAR(255)	Description of the formula target.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 16 APP_FORMULA_TYPE Table

Name	Data Type	Comment
FORMULA_TYPE_CD	VARCHAR(10)	A formula type code.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
FORMULA_TYPE_DESC	VARCHAR(255)	Long name representing the description of the formula type in the associated language/locale.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 17 APP_FORMULA_WRITE_MEMBER Table

Name	Data Type	Comment
FORMULA_TARGET_RK	NUMERIC(10)	A FORMULA_TARGET_RK value from the APP_FORMULA_TARGET table.
LINE_NO	NUMERIC(8)	Formula write members can span multiple lines. This represents the line number associated with that member.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
WRITE_MEMBER_SCOPE_TXT	VARCHAR(32000)	The text of the write member scope.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 18 APP_GROUP_ACTIONS Table

Name	Data Type	Comment
GROUP_ACTION_RK	NUMERIC(10)	A surrogate integer-valued key for the record, which is generated by the DDS job. A unique integer-valued key is generated for each unique combination of DIMENSION_TYPE_RK, DIMENSION_MEMBER_CD, and GROUP_NM.
GROUP_NM	VARCHAR(60)	The name of a user group that is defined in SAS Management Console.
DIMENSION_TYPE_RK	NUMERIC(10)	The surrogate integer-valued key for the dimension type. It is looked up in the DIMENSION_TYPE table.
APP_DIM_ADK	VARCHAR(32)	This column is not used.
DIMENSION_MEMBER_CD	VARCHAR(32)	A dimension member code.
SOURCE_SYSTEM_CD	VARCHAR(3)	A code that indicates how each record originated. The valid codes are defined in the SAS_SOURCE_SYSTEM table. If no code is specified in the staging table, then "ETL" is supplied automatically by the job that loads the DDS table.
CREATE_FLG	CHAR(1)	This column is not used.
READ_METADATA_FLG	CHAR(1)	This column is not used.
UPDATE_METADATA_FLG	CHAR(1)	This column is not used.
DELETE_FLG	CHAR(1)	This column is not used.
NEGATE_FLG	CHAR(1)	This column is not used.
ADMIN_FLG	CHAR(1)	This column is not used.
READ_DATA_FLG	CHAR(1)	Y or N. Y gives all users in the GROUP_NM group read access to the DIMENSION_MEMBER_CD member. N denies read access. By default, all users have read access to all members. Records with Y in this column are needed only to override certain effects of other records that have N in this column. For a discussion of the override relationships, see the online help for the member Security tab in SAS Financial Management Studio.
UPDATE_DATA_FLG	CHAR(1)	Place Y in this column for every record. This is a system requirement that does not affect security in any way.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 19 APP_MBR_SELECTION_RULES Table

Name	Data Type	Comment
SELECTION_SET_RK	NUMERIC(10)	The SELECTION_SET_RK value from the APP_SELECTION_SET table for the selection set (system filter) that a row of data is part of.
SOURCE_APP_DIM_ID	VARCHAR(32)	The code of the controlling dimension.
SOURCE_MEMBER_ID	VARCHAR(32)	The code of the controlling member.
TARGET_APP_DIM_ID	VARCHAR(32)	The code of the controlled dimension.
TARGET_MEMBER_ID	VARCHAR(32)	The code of the controlled member.
INCLUDE_MEMBER_FLG	CHAR(1)	Indicates whether or not to remove the controlled member from an Excel table that includes the controlling member. 0=remove; 1=do not remove.
INCLUDE_LEAVES_FILTER_NO	NUMERIC(1)	Indicates which leaf descendants of the controlled member to remove from an Excel table that includes the controlling member. 0=remove all leaf descendants; 1=remove all remote leaf descendants (grandchildren and beyond but not children); 2=do not remove any leaf descendants.
INCLUDE_ROLLUPS_FILTER_NO	NUMERIC(1)	Indicates which roll-up descendants of the controlled member to remove from an Excel table that includes the controlling member. 0=remove all roll-up descendants; 1=remove all remote roll-up descendants (grandchildren and beyond but not children); 2=do not remove any roll-up descendants.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 20 APP_MEMBER_PROPERTY_MAP Table

Name	Data Type	Comment
DIMENSION_TYPE_CD	VARCHAR(32)	Code of a dimension type.
DDS_TABLE_NM	VARCHAR(50)	Name of the member table for the dimension type that DIMENSION_TYPE_CD identifies.
DDS_COLUMN_NM	VARCHAR(50)	Name of the column in the member table that represents the custom property that has been added to the dimension type.
PROPERTY_CD	VARCHAR(32)	Code of the custom property that has been added to the dimension type. This code must be defined by a record in the APP_PROPERTY table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 21 APP_PROPERTY Table

Name	Data Type	Comment
PROPERTY_CD	VARCHAR(32)	Code of a custom property that is defined in this table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
PROPERTY_DESC	VARCHAR(255)	Description of the custom property that PROPERTY_CD identifies.
PROPERTY_NM	VARCHAR(50)	Name of the custom property that PROPERT_CD identifies.
PROPERTY_TYPE_NM	VARCHAR(50)	Data type of the custom property that PROPERTY_CD identifies. The possible data types are Boolean, data, double, integer, and string.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 22 APP_SCHEMA Table

Name	Data Type	Comment
SCHEMA_RK	NUMERIC(10)	This column is not used.
VALID_FROM_DTTM	DATE	This column is not used.
VALID_TO_DTTM	DATE	This column is not used.
SOURCE_SYSTEM_CD	VARCHAR(3)	This column is not used.
SCHEMA_ID	VARCHAR(32)	This column is not used.
SCHEMA_NM	VARCHAR(50)	This column is not used.
SCHEMA_DESC	VARCHAR(255)	This column is not used.
INTERNAL_ORG_ADK	VARCHAR(32)	This column is not used.
GL_ACCOUNT_ADK	VARCHAR(32)	This column is not used.
ANALYSIS_ADK	VARCHAR(32)	This column is not used.
COST_CENTER_ADK	VARCHAR(32)	This column is not used.
PROFIT_CENTER_ADK	VARCHAR(32)	This column is not used.
EXTERNAL_ORG_ADK	VARCHAR(32)	This column is not used.
TIME_PERIOD_ADK	VARCHAR(32)	This column is not used.
PROCESSED_DTTM	DATE	This column is not used.

Table 23 APP_SCHEMA_NLS Table

Name	Data Type	Comment
SCHEMA_RK	NUMERIC(10)	This column is not used.
LANGUAGE_CD	VARCHAR(3)	This column is not used.
VALID_FROM_DTTM	DATE	This column is not used.
VALID_TO_DTTM	DATE	This column is not used.
SCHEMA_NM	VARCHAR(50)	This column is not used.
SCHEMA_DESC	VARCHAR(255)	This column is not used.
PROCESSED_DTTM	DATE	This column is not used.

Table 24 APP_SELECTION_SET Table

Name	Data Type	Comment
SELECTION_SET_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
SELECTION_SET_ID	VARCHAR(32)	Identifier for a selection set, or system filter. It is specified as input to the job that loads the table. It might not be unique.
SELECTION_SET_DESC	VARCHAR(255)	Description of the selection set (system filter) that is identified in SELECTION_SET_RK and SELECTION_SET_ID.
SELECTION_SET_NM	VARCHAR(50)	Name of the selection set (system filter) that is identified in SELECTION_SET_RK and SELECTION_SET_ID.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 25 APP_SELECTION_SET_NLS Table

Name	Data Type	Comment
SELECTION_SET_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
SELECTION_SET_DESC	VARCHAR(255)	Description of the selection set (system filter) that is identified in SELECTION_SET_RK and SELECTION_SET_ID in the language/locale.
SELECTION_SET_NM	VARCHAR(50)	Name of the selection set (system filter) that is identified in SELECTION_SET_RK and SELECTION_SET_ID in the language/locale.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 26 APP_USER_ACTIONS Table

Name	Data Type	Comment
USER_ACTION_RK	NUMERIC(10)	A surrogate integer-valued key for the record, which is generated by the DDS job. A unique integer-valued key is generated for each unique combination of DIMENSION_TYPE_RK, DIMENSION_MEMBER_CD, and USER_NM.
USER_NM	VARCHAR(60)	The name of a user that is defined in SAS Management Console.
DIMENSION_TYPE_RK	NUMERIC(10)	The surrogate integer-valued key for the dimension type. It is looked up in the DIMENSION_TYPE table.
APP_DIM_ADK	VARCHAR(32)	This column is not used.
DIMENSION_MEMBER_CD	VARCHAR(32)	A dimension member code.
SOURCE_SYSTEM_CD	VARCHAR(3)	A code that indicates how each record originated. The valid codes are defined in the SAS_SOURCE_SYSTEM table. If no code is specified in the staging table, then "ETL" is supplied automatically by the job that loads the DDS table.
CREATE_FLG	CHAR(1)	This column is not used.
READ_METADATA_FLG	CHAR(1)	This column is not used.
UPDATE_METADATA_FLG	CHAR(1)	This column is not used.
DELETE_FLG	CHAR(1)	This column is not used.
NEGATE_FLG	CHAR(1)	This column is not used.
ADMIN_FLG	CHAR(1)	This column is not used.
READ_DATA_FLG	CHAR(1)	Y or N. Y gives the USER_NM user read access to the DIMENSION_MEMBER_CD member. N denies read access. By default, all users have read access to all members. Records with Y in this column are needed only to override certain effects of other records that have N in this column. For a discussion of the override relationships, see the online help for the member Security tab in SAS Financial Management Studio.
UPDATE_DATA_FLG	CHAR(1)	Place Y in this column for every record. This is a system requirement that does not affect security in any way.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 27 APP_USER_X_MEMBER Table

Name	Data Type	Comment
USER_X_MEMBER_RK	NUMERIC(10)	A surrogate integer-valued key for the record, which is generated by the DDS job. A unique integer-valued key is generated for each unique combination of DIMENSION_TYPE_RK, DIMENSION_MEMBER_CD, and USER_NM.
USER_NM	VARCHAR(60)	The name of the user ID.
DIMENSION_TYPE_RK	NUMERIC(10)	The surrogate integer-valued key for the dimension type. It is looked up in the DIMENSION_TYPE table.
APP_DIM_ADK	VARCHAR(32)	This column is not used.
DIMENSION_MEMBER_CD	VARCHAR(32)	The dimension member code associated with the user.
SOURCE_SYSTEM_CD	VARCHAR(3)	A code that indicates how each record originated. The valid codes are defined in the SAS_SOURCE_SYSTEM table. If no code is specified in the staging table, then "ETL" is supplied automatically by the job that loads the DDS table.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 28 APPLICATION_STATUS Table

Name	Data Type	Comment
APPLICATION_STATUS_CD	VARCHAR(10)	Code for the status of an application for employment. This column is used for data validation in DDS ETL jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the employment application is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the employment application is valid to.
APPLICATION_STATUS_DESC	VARCHAR(255)	Description of the application status that is identified in the APPLICATION_STATUS_CD column.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 29 ATTENDANCE_STATUS Table

Name	Data Type	Comment
ATTENDANCE_STATUS_CD	VARCHAR(10)	A code that identifies the attendance status of the student within the organization unit. Example: A student transfers from the School of Business to the School of Journalism. The first instance shows "School of Business, prior" and the second instance shows "School of Journalism, current."
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ATTENDANCE_STATUS_DESC	VARCHAR(255)	Description of the attendance status code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 30 CODE_LANGUAGE Table

Name	Data Type	Comment
LANGUAGE_CD	VARCHAR(3)	A code that identifies a language/locale. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
LANGUAGE_DESC	VARCHAR(255)	Description of the character code that identifies the languages.
DEFAULT_LANGUAGE_FLG	CHAR(1)	Flag indicating the default language code used in the DDS. This language/locale is used for the names and descriptions in the tables without LANGUAGE_CD as part of the key.
LOCALE_LANGUAGE_CD	VARCHAR(2)	Two-character ISO0639 language code associated with the locale.
LOCALE_VARIANT_CD	VARCHAR(32)	Blank by default. This column can be used as the third parameter in the aggregate locale string used by the SDM. (Locale_language_cd + locale_country_cd + locale_variant_cd.)
LOCALE_COUNTRY_CD	VARCHAR(2)	This three-character column contains the two-character ISO 3166 standard code for a country. For example, AF = Afghanistan and AL = Albania.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 31 COMPENSATION Table

Name	Data Type	Comment
EMPLOYEE_RK	NUMERIC(10)	An EMPLOYEE_RK value from the EMPLOYEE table. This column should be populated with the EMPLOYEE_ID in the stage table. The DDS job looks up the RK value. This column is required for the build of the SAS Human Capital Management COMPHIST table.
COMPENSATION_TYPE_CD	VARCHAR(10)	Unique identifier for the COMPENSATION TYPE occurrence.
PAYMENT_DT	DATE	Date that the compensation was paid. This column is required for the build of the SAS Human Capital Management COMPHIST table.
COMPENSATION_AMT	NUMERIC(10,2)	Amount of compensation paid to the employee.
CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 32 COMPENSATION_TYPE Table

Name	Data Type	Comment
COMPENSATION_TYPE_CD	VARCHAR(10)	Unique identifier for the COMPENSATION TYPE occurrence. This column is used for data validation in DDS ETL jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the compensation type is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the compensation type code is valid to.
COMPENSATION_TYPE_DESC	VARCHAR(255)	Description of the type of compensation.
BASE_SALARY_FLG	CHAR(1)	Indicates if the compensation type identifies base salary.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 33 COMPETENCY Table

Name	Data Type	Comment
COMPETENCY_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the COMPETENCY table data is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the COMPETENCY table data is valid to.
COMPETENCY_ID	VARCHAR(32)	Code that identifies a particular competency. COMPETENCY_TYPE_CD and COMPETENCY_ID are the two components of this table's business key.
SOURCE_SYSTEM_CD	VARCHAR(3)	Code that indicates how each record originated. The valid codes are defined in the SAS_SOURCE_SYSTEM table.
COMPETENCY_NM	VARCHAR(40)	Short name of the competency.
COMPETENCY_DESC	VARCHAR(255)	Description of the competency.
COMPETENCY_OWNER_NM	VARCHAR(40)	Owner name for the competency.
COMPETENCY_LEVEL_VAL	VARCHAR(20)	Level designation for the competency.
COMPETENCY_CATEGORY_CLASS_CD	VARCHAR(10)	Code from the COMPETENCY_CATEGORY_CLASS table. The code translates to several different competency classification categories.
COMPETENCY_ADK	VARCHAR(32)	This column is not used.
ROLL_UP_TO_PARENT_FLG	CHAR(1)	Indicates whether this member's values roll up into its parent's values.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This timestamp is supplied by the job.

Table 34 COMPETENCY_ASSOC Table

Name	Data Type	Comment
COMPETENCY_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
PARENT_COMPETENCY_RK	NUMERIC(10)	Surrogate key for parent competency record in the hierarchy represented by this association. A competency can include other competencies. One competency can consist of several component competencies, each of which might be separately measurable. A maximum of one parent level is possible in this model.
COMPETENCY_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ORDER_NO	NUMERIC(8)	Identifies the order in which the nodes should be listed for a given hierarchy level.
COMPETENCY_ADK	VARCHAR(32)	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This timestamp is supplied by the job.

Table 35 COMPETENCY_ASSOC_TYPE Table

Name	Data Type	Comment
COMPETENCY_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table.
LANGUAGE_CD	VARCHAR(3)	Code identifying the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
VALID_TO_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
COMPETENCY_ASSOC_TYPE_DESC	VARCHAR(255)	Description of a hierarchy.
COMPETENCY_ADK	VARCHAR(32)	This column is not used.
DEFAULT_COMPETENCY_RK	NUMERIC(10)	Since source data for COMPETENCY_ASSOC_TYPE can come from multiple systems, the business-supplied keys might not be unique. A surrogate key is added in the ETL process to ensure a unique identifier for COMPETENCY_ASSOC_TYPE. This key is used with VALID_FROM_DTTM for versioning of rows.
PROCESSED_DTTM	DATE	Timestamp for the last time that a record was processed, typically by ETL load processing. The record also could be updated when inter-ETL cycle modifications are made to a record.

Table 36 COMPETENCY_CATALOG Table

Name	Data Type	Comment
COMPETENCY_CATALOG_CD	VARCHAR(10)	When the COMPETENCY table information is identified by means of a catalog, the COMPETENCY_CATALOG_CD column represents the catalog reference table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
COMPETENCY_CATALOG_DESC	VARCHAR(255)	Description of the competency catalog code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 37 COMPETENCY_CATEGORY Table

Name	Data Type	Comment
COMPETENCY_CATEGORY_CD	VARCHAR(10)	Code that identifies a competency class.
LANGUAGE_CD	VARCHAR(3)	Code identifying the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
COMPETENCY_CATEGORY_DESC	VARCHAR(255)	Description of the competency class.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This timestamp is supplied by the job.

Table 38 COMPETENCY_CATEGORY_CLASS Table

Column Name	Data Type	Comment
COMPETENCY_CATEGORY_CLASS_CD	VARCHAR(10)	Code that identifies a Competency Category Class.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the COMPETENCY_TYPE table data is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the COMPETENCY table record is valid to.
COMPETENCY_CATALOG_CD	VARCHAR(10)	Catalog code for the competency. If the competency refers to an internal or external published catalog, this is where that reference is located.
COMPETENCY_CLASS_CD	VARCHAR(10)	Code that identifies a competency class.
COMPETENCY_TYPE_CD	VARCHAR(10)	Code that identifies a competency class.
COMPETENCY_CATEGORY_CD	VARCHAR(10)	Code that identifies a competency class.
COMPETENCY_JOB_GROUP_CD	VARCHAR(10)	Job group code. This is usually a grouping of jobs. It is usually associated with only one EEO category. This column is used for data validation in DDS jobs. This column is required for the build of the SAS Human Capital Management JOBS table.
SPECIAL_REF_COMP_CD	VARCHAR(10)	Special reference competency code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This timestamp is supplied by the job.

Table 39 COMPETENCY_CLASS Table

Column Name	Data Type	Comment
COMPETENCY_CLASS_CD	VARCHAR(10)	Code that identifies a competency class.
LANGUAGE_CD	VARCHAR(3)	
VALID_FROM_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
COMPETENCY_CATEGORY_CD	VARCHAR(10)	A code that identifies a competency class.
LANGUAGE_CD__3370975	VARCHAR(3)	Code identifying the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM__3370978	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
COMPETENCY_CLASS_DESC	VARCHAR(255)	Description of the competency class.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This timestamp is supplied by the job.

Table 40 COMPETENCY_EVIDENCE Table

Column Name	Data Type	Comment
COMPETENCY_RK	NUMERIC(10)	Reference key of the COMPETENCY associated with the COMPETENCY_EVIDENCE.
EVIDENCE_TYPE_CD	VARCHAR(10)	A code that identifies a type of evidence. Examples: CRT=certificate, DEG=degree, OBS=observation, CMP=completion.
VALID_FROM_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the COMPETENCY is valid to.
COMPETENCY_ID	VARCHAR(32)	A COMPETENCY_ID value from the COMPETENCY table.
EVIDENCE_NM	VARCHAR(40)	Name of the evidence associated with the COMPETENCY table data.
EVIDENCE_DESC	VARCHAR(255)	Description of the evidence needed to demonstrate the competency. For bounds used in the metric ranges high/low, a site can include the values in the description. For example, for college degree, using a string value, the description could include BS, BA, MS, or PHD.
EVIDENCE_OWNER_NM	VARCHAR(40)	Owner name of the evidence.
EVIDENCE_REQUIRED_FLG	CHAR(1)	Flag to indicate whether the competency evidence is mandatory for a particular position or given context.
EVIDENCE_NUM_MINIMUM_VAL	NUMERIC(15,2)	The minimum numeric value of the rating scale. This column is populated when the range is numeric. For example, if the bounds are 1 to 5 with an interval of 1, then the job or employee's evidence rating is 1, 2, 3, 4, or 5, and the minimum value in this column is 1.
EVIDENCE_NUM_MAXIMUM_VAL	NUMERIC(15,2)	The maximum numeric value of the rating scale. This column is populated when the range is numeric. For example, if the bounds are 1 to 5 with an interval of 1, then the job or employee's evidence rating is 1, 2, 3, 4, or 5, and the maximum value in this column is 5.
EVIDENCE_NUM_INTERVAL_VAL	NUMERIC(15,2)	The numeric increment or step for the relevant scale. This column is populated when the range is numeric. For example. if the bounds are 1 to 5 with an interval of 1, then the job or employee's evidence rating is 1, 2, 3, 4, or 5, and the interval value in this column is 1.
EVIDENCE_STR_MINIMUM_VAL	VARCHAR(20)	The string minimum value of the rating scale. This column is populated when the range is a character string instead of numeric. Example: For a college degree the EVIDENCE_STRING_MINIMUM_VAL value is BS and for EVIDENCE_STRING_MAXIMUM_VAL value is PHD.
EVIDENCE_STR_MAXIMUM_VAL	VARCHAR(20)	The string maximum value of the rating scale. This column is populated when the range is a character string instead of numeric. Example: For a college degree the EVIDENCE_STRING_MINIMUM_VAL value is BS and the EVIDENCE_STRING_MAXIMUM_VAL value is PHD.
EVIDENCE_STR_INTERVAL_VAL	VARCHAR(20)	The string increment or step based on the scale being used for measurement. This column is populated for a character-string range that has an interval identified. It can be left blank.
LAST_USED_DT	DATE	The date on which the competency evidence was last used.
SUPPORTING_INFORMATION_TXT	VARCHAR(100)	Additional descriptive information to substantiate or clarify a rating, measure, value, etc.

Column Name	Data Type	Comment
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 41 COMPETENCY_TYPE Table

Column Name	Data Type	Comment
COMPETENCY_TYPE_CD	VARCHAR(10)	A code that identifies a competency class.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
COMPETENCY_TYPE_DESC	VARCHAR(255)	Description of the competency class.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 42 COMPETENCY_WEIGHT_BOUNDS Table

Column Name	Data Type	Comment
COMPETENCY_RK	NUMERIC(10)	Reference key of the competency associated with the COMPETENCY_WEIGHT_BOUNDS table row data.
WEIGHT_TYPE_CD	VARCHAR(10)	A code for a weight type. The COMPETENCY_WEIGHT_BOUNDS table can have multiple entries based on weight type. For example, there can be multiple rows representing a required bound, level of interest bound, or skill bound.
VALID_FROM_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the COMPETENCY_WEIGHT_BOUNDS table data is valid to.
COMPETENCY_ID	VARCHAR(32)	The business key of the COMPETENCY table.
WEIGHT_DESC	VARCHAR(255)	Description of the COMPETENCY_WEIGHT_BOUNDS table data. For the range between the minimum and maximum, the description must include the values. Example: If the WEIGHT_NUMERIC_MINIMUM_VAL is 0 and the WEIGHT_NUMERIC_MAXIMUM_VAL is 10 and the WEIGHT_NUMERIC INTERVAL_VAL is 5 then the description would include 0=0's description, 5=5's description, and 10=10's description.
WEIGHT_NUM_MINIMUM_VAL	NUMERIC(15,2)	Numeric minimum value for the rating scale. Populated when numeric bounds are used. For example, if the minimum value is 0 and the maximum value is 10 and the interval is 5, then the WEIGHT_NUMERIC_MINIMUM_VAL value is 0.
WEIGHT_NUM_MAXIMUM_VAL	NUMERIC(15,2)	Numeric maximum value for the rating scale. Populated when numeric bounds are used. For example: If the minimum value is 0 and the maximum value is 10 and the interval is 5, then the WEIGHT_NUMERIC_MAXIMUM_VAL value is 10.
WEIGHT_NUM_INTERVAL_VAL	NUMERIC(15,2)	The numeric increment or step for the relevant scale. Populated when numeric bounds are used. For example, if the minimum value is 0 and the maximum value is 10 and the interval is 5, then the WEIGHT_NUMERIC_INTERVAL_VAL value is 5.
WEIGHT_STR_MINIMUM_VAL	VARCHAR(20)	String minimum value for the rating scale. Populated when character bounds are used. For example, if the minimum value is

Column Name	Data Type	Comment
		"Not Interested" and the maximum value is "Strongly Interested," then the WEIGHT_STRING_MINIMUM_VAL value is "Not Interested."
WEIGHT_STR_MAXIMUM_VAL	VARCHAR(20)	String maximum value for the rating scale. Populated when character bounds are used. For example, if the minimum value is "Not Interested" and the maximum value is "Strongly Interested," then the WEIGHT_STRING_MAXIMUM_VAL value is "Strongly Interested."
SUPPORTING_INFORMATION_TXT	VARCHAR(100)	Additional descriptive information to substantiate or clarify a rating, measure, value, etc.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 43 COMPETENCY_X_TAXONOMY_SOURCE Table

Column Name	Data Type	Comment
COMPETENCY_RK	NUMERIC(10)	Reference key used to establish the relationship of the Competency to the Taxonomy Source.
TAXONOMY_SOURCE_RK	NUMERIC(10)	Reference key used to establish the relationship of the Taxonomy Source to the Competency.
VALID_FROM_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the COMPETENCY is valid to.
COMPETENCY_ID	VARCHAR(32)	The business key of the COMPETENCY table.
TAXONOMY_SOURCE_ID	VARCHAR(32)	Business key for taxonomy source.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 44 CONTACT_ROLE Table

Column Name	Data Type	Comment
CONTACT_ROLE_CD	VARCHAR(3)	Code for a contact role.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
CONTACT_ROLE_DESC	VARCHAR(255)	Description of the contact role that is identified in CONTACT_ROLE_ID.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 45 COST_CENTER Table

Column Name	Data Type	Comment
COST_CENTER_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
COST_CENTER_ID	VARCHAR(32)	Unique ID for a functional area within an organization, to which costs are assigned.
SOURCE_SYSTEM_CD	VARCHAR(3)	A code that indicates how each record originated. The valid codes are defined in the SAS_SOURCE_SYSTEM table. If no code is specified in the staging table, then "ETL" is supplied automatically by the job that loads the DDS table.
COST_CENTER_NM	VARCHAR(50)	Short name for describing categories that identify the division of functional areas within an organization. These categories are typically non-physical entities to which costs are assigned.
COST_CENTER_DESC	VARCHAR(255)	Long name for describing categories that identify the division of functional areas within an organization. These categories are typically non-physical entities to which costs are assigned.
RESPONSIBLE_EMPLOYEE_RK	NUMERIC(10)	An EMPLOYEE_RK value from the EMPLOYEE table.
COST_CENTER_ADK	VARCHAR(32)	This column is not used.
ROLL_UP_TO_PARENT_FLG	CHAR(1)	Identifies if this member's values rolls up into its parent.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 46 COST_CENTER_ASSOC Table

Column Name	Data Type	Comment
COST_CENTER_RK	NUMERIC(10)	The COST_CENTER_RK value from the COST_CENTER table for the child in a parent-child relationship.
PARENT_COST_CENTER_RK	NUMERIC(10)	The COST_CENTER_RK value from the COST_CENTER table for the parent in a parent-child relationship.
COST_CENTER_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ORDER_NO	NUMERIC(8)	Identifies the order in which the nodes should be listed for a given hierarchy level.
COST_CENTER_ADK	VARCHAR(32)	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 47 COST_CENTER_ASSOC_TYPE Table

Column Name	Data Type	Comment
COST_CENTER_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
COST_CENTER_ASSOC_TYPE_DESC	VARCHAR(255)	Description of a hierarchy.
COST_CENTER_ADK	VARCHAR(32)	This column is not used.
DEFAULT_COST_CENTER_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 48 COST_CENTER_NLS Table

Column Name	Data Type	Comment
COST_CENTER_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
COST_CENTER_NM	VARCHAR(50)	Short name for describing functional areas within an organization, to which costs are assigned. This column represents the specific language/locale identified.
COST_CENTER_DESC	VARCHAR(255)	Long name for describing functional areas within an organization, to which costs are assigned. This column represents the language/locale description.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 49 COUNTRY Table

Column Name	Data Type	Comment
COUNTRY_CD	VARCHAR(3)	This column contains the two-character ISO 3166 standard code for a country. For example, AF = Afghanistan and AL = Albania. This column is used for data validation in DDS ETL jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the country code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the country code is valid to.
COUNTRY_DESC	VARCHAR(255)	Country name/description for the unique two-character code, as defined by ISO 3166 standard.
COUNTRY_REGION_DESC	VARCHAR(255)	Regional location of the country. Examples are North America, Eastern Europe, Asia.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 50 COUNTY Table

Column Name	Data Type	Comment
STATE_REGION_CD	VARCHAR(10)	Unique code for a state or region. Examples include "AK" for Alaska, "AL" for Alabama, "AR" for Arkansas.
COUNTY_NM	VARCHAR(50)	County name. This column is used for data validation in DDS ETL jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the county name is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the county name is valid to.
COUNTY_DESC	VARCHAR(255)	Long description of the county.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 51 COURSE_LEVEL Table

Column Name	Data Type	Comment
COURSE_LEVEL_CD	VARCHAR(10)	Code established by the National Center for Education Statistics to indicate the level and/or the type of work, which is reflected in the grade average and the credit hours. Examples: 1 = Remedial; 2 = Basic; 3 = Teacher's Aide; 4 = General; A = Summary of all courses taken at all institutions; AR = Academic Renewal.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
COURSE_LEVEL_DESC	VARCHAR(255)	Description of the course level that is identified by COURSE_LEVEL_CD.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 52 CURRENCY Table

Column Name	Data Type	Comment
CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar. This column is used for data validation in DDS ETL jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the currency code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the currency code is valid to.
CONVERTED_TO_EURO_FLG	CHAR(1)	Indicates that the currency was converted to Euro.
CURRENCY_DESC	VARCHAR(255)	Currency name/description for the unique three-character code, as defined by ISO 4217 standard.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 53 CURRENCY_ASSOC Table

Column Name	Data Type	Comment
CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar.
PARENT_CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar.
CURRENCY_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ORDER_NO	NUMERIC(8)	Identifies the order in which the nodes should be listed for a given hierarchy level.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 54 CURRENCY_ASSOC_TYPE Table

Column Name	Data Type	Comment
CURRENCY_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
CURRENCY_ASSOC_TYPE_DESC	VARCHAR(255)	A description of the hierarchy.
DEFAULT_CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 55 CURRENCY_COMPLEX_EXCH_RATE Table

Column Name	Data Type	Comment
EXCHANGE_RATE_SET_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
EXCHANGE_RATE_TYPE_CD	VARCHAR(32)	Unique two-character code for an exchange rate type. Examples are PA, PO, and PC. These codes are used in the Detail Data Store.
EXCHANGE_RATE_SOURCE_CD	VARCHAR(3)	Unique code used to identify the source system from which the exchange rates were obtained. Examples are Wall Street Journal Internet, manually entered, and XYZ service provider.
GL_ACCOUNT_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
INTERNAL_ORG_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table, based upon the INTERNAL_ORG_ID value in the INTERNAL_ORG stage table. This column is used by a look-up in the DDS jobs. This column is required by SAS Human Capital Management for the build of the WRKGRP table.
FROM_CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar. This column is used for data validation in DDS ETL jobs.
TO_CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar. This column is used for data validation in DDS ETL jobs.
COST_CENTER_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
PROFIT_CENTER_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
ITEM_CATEGORY_CD	VARCHAR(3)	Unique code indicating item category. The code can be user-defined or industry standard.
TIME_PERIOD_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
EXCHANGE_RT	NUMERIC(14,2)	Numerical exchange rate used to translate values in source (or transactional) currency to target (or reporting) currency.
EFFECTIVE_FROM_DT	DATE	Date that is associated with the time period, such as the first day of the time period.
EFFECTIVE_TO_DT	DATE	Date that is associated with the time period, such as the last day of the time period. (This column is not currently used.)
PROCESSED_DTTM	DATE	The timestamp for the last time a record was processed, typically by ETL load processing. The timestamp could also be updated when inter-ETL cycle modifications are made to a record.

Table 56 CURRENCY_EXCH_RATE Table

Column Name	Data Type	Comment
FROM_CURRENCY_CD	VARCHAR(3)	Source (or transaction) currency code. Identified by the standard three-character ISO 4217 currency code. For example, USD = U.S. dollar.
TO_CURRENCY_CD	VARCHAR(3)	Target (or reporting) currency code. Identified by the standard three-character ISO 4217 currency code. For example, USD = U.S. dollar.
EFFECTIVE_FROM_DT	DATE	A date that is associated with the time period, such as the first day of the time period.
EXCHANGE_RATE_TYPE_CD	VARCHAR(32)	Codes for exchange rate types. Examples of exchange rate types are Period Average, Period Open, and Period Close.
EXCHANGE_RATE_SET_RK	NUMERIC(10)	An EXCHANGE_RATE_SET_RK value from the CURRENCY_EXCH_RATE_SET table that identifies the exchange rate set that an exchange rate belongs to.
EXCHANGE_RATE_SOURCE_CD	VARCHAR(3)	An EXCHANGE_RATE_SOURCE_CODE value from the CURRENCY_EXCHANGE_RATE_SRC table.
TIME_PERIOD_RK	NUMERIC(10)	A TIME_PERIOD_RK value from the TIME_PERIOD table that identifies the time period that an exchange rate applies to.
EXCHANGE_RT	NUMERIC(30,15)	Numerical exchange rate used to translate values in source (or transactional) currency to target (or reporting) currency. Rates should be carried out to at least six decimal places of precision.
EFFECTIVE_TO_DT	DATE	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 57 CURRENCY_EXCH_RATE_SET Table

Column Name	Data Type	Comment
EXCHANGE_RATE_SET_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
EXCHANGE_RATE_SET_NM	VARCHAR(50)	Name of the exchange rate set that is identified in the EXCHANGE_RATE_SET_RK column.
EXCHANGE_RATE_SET_DESC	VARCHAR(255)	Description of the exchange rate set that is identified in the EXCHANGE_RATE_SET_RK column.
EXCHANGE_RATE_SET_ID	VARCHAR(32)	Identifier for an exchange rate set. It is provided as input to the job that loads the table. It might not be unique.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 58 CURRENCY_EXCH_RATE_SRC Table

Column Name	Data Type	Comment
EXCHANGE_RATE_SOURCE_CD	VARCHAR(3)	Unique code used to identify the source system from which the exchange rates were obtained. Examples are Wall Street Journal Internet, manually entered, XYZ service provider.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
EXCHANGE_RATE_SOURCE_DESC	VARCHAR(255)	Description of the exchange rate source that is identified in the EXCHANGE_RATE_SOURCE_CD column.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 59 CURRENCY_EXCH_RATE_TYPE Table

Column Name	Data Type	Comment
EXCHANGE_RATE_TYPE_CD	VARCHAR(32)	Unique two-character code for an exchange rate type. Examples are PA, PO, and PC. These codes are used in the Detail Data Store.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
EXCH_RATE_TYPE_DESC	VARCHAR(255)	Description of the exchange rate type that is identified in the TYPE_CD columns.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 60 DATES_OF_ATTENDANCE Table

Column Name	Data Type	Comment
EDUCATION_HISTORY_RK	NUMERIC(10)	Reference key of the education history associated with the dates of attendance.
ATTENDANCE_START_DT	DATE	Beginning date of attendance at an educational institution.
ENROLLMENT_STATUS_CD	VARCHAR(10)	Code for enrollment status. Examples: regular, night, continuing education.
EDUCATION_HISTORY_ID	VARCHAR(32)	Business key for the EDUCATION_HISTORY table data record.
CURRENTLY_ENROLLED_FLG	CHAR(1)	Indicates whether the person is currently enrolled as a student.
STUDENT_IN_GOOD_STANDING_FLG	CHAR(1)	Indicates whether the person in question is a student in good standing. This is frequently a value returned in response to checks to verify a dependent student's eligibility for insurance under a parent's insurance policy.
ANTICIPATED_GRADUATION_DT	DATE	Date on which the student is scheduled to graduate.
ATTENDANCE_END_DT	DATE	Ending date of attendance at an educational institution.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 61 DDS_SOLUTIONS_VERSION Table

Column Name	Data Type	Comment
VERSION_NO	VARCHAR(32)	Version of the specified type of data.
SOLUTION_NM	VARCHAR(50)	Type of data that was attempted to be loaded. Valid values are "StageDDS", "DDS", "Common", "ODCS", "FM", and "HCM".
VERSION_STATUS_DESC	VARCHAR(255)	Status of the installation or migration for the specified type of data. Valid values are "Successful" or "Failed".
LOAD_METHOD_DESC	VARCHAR(255)	Method by which the specified type of data reached its current state. Valid values are "Installation" or "Migration".
PROCESSED_DTTM	DATE	The timestamp for the last time a record was processed, typically by ETL load processing. The timestamp could also be updated when inter-ETL cycle modifications are made to a record.

Table 62 DEGREE_CONCENTRATION Table

Column Name	Data Type	Comment
DEGREE_CONCENTRATION_CD	VARCHAR(10)	Code for the emphasis associated with a major or field of study. Example: A masters degree in mathematics with a concentration in bioinformatics.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
DEGREE_CONCENTRATION_DESC	VARCHAR(255)	Description of the degree concentration.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 63 DEGREE_OPTION Table

Column Name	Data Type	Comment
DEGREE_OPTION_CD	VARCHAR(10)	Code for the official name of a major option associated with the student's degree title. Examples: A particular institution might require their Civil Engineering majors to select either a mechanical engineering option or a structural engineering option.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
DEGREE_OPTION_DESC	VARCHAR(255)	Description of the degree option.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 64 DEGREE_PROGRAM Table

Column Name	Data Type	Comment
DEGREE_PROGRAM_CD	VARCHAR(10)	Code reflecting the program associated with the course of study.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
DEGREE_PROGRAM_DESC	VARCHAR(255)	Description of the degree program.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 65 DEGREE_TYPE Table

Column Name	Data Type	Comment
DEGREE_TYPE_CD	VARCHAR(10)	Code for the type of degree. Examples: doctorate, masters, bachelors, associate certificate.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
DEGREE_TYPE_DESC	VARCHAR(255)	Description of the degree type.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 66 DIMENSION_TYPE Table

Column Name	Data Type	Comment
DIMENSION_TYPE_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
DIMENSION_TYPE_CD	VARCHAR(32)	Code for a dimension type that is provided as input to the job that loads this table.
TABLE_NM	VARCHAR(50)	The name of the table that contains members that belong to the dimension type that is identified in DIMENSION_TYPE_RK and DIMENSION_TYPE_CD. Some examples of member tables are ANALYSIS, GL_ACCOUNT, and INTERNAL_ORG.
DIMENSION_TYPE_NM	VARCHAR(50)	The name of the dimension type that is identified in DIMENSION_TYPE_RK and DIMENSION_TYPE_CD.
DIMENSION_TYPE_DESC	VARCHAR(255)	The description of the dimension type that is identified in DIMENSION_TYPE_RK and DIMENSION_TYPE_CD.
BUSINESS_ID_COLUMN_NM	VARCHAR(50)	The name of the column of the dimension type's member table that contains the member codes.
ASSOC_TABLE_NM	VARCHAR(50)	The name of the table that details the parent-child relationships of hierarchies that belong to the dimension type that is identified in DIMENSION_TYPE_RK and DIMENSION_TYPE_CD. Some examples of parent-child tables are ANALYSIS_ASSOC, GL_ACCOUNT_ASSOC, and INTERNAL_ORG_ASSOC.
ASSOC_TYPE_TABLE_NM	VARCHAR(50)	The name of the table that identifies hierarchies that belong to the dimension type that is identified in DIMENSION_TYPE_RK and DIMENSION_TYPE_CD. Some examples of hierarchy identification tables are ANALYSIS_ASSOC_TYPE, GL_ACCOUNT_ASSOC_TYPE, and INTERNAL_ORG_ASSOC_TYPE.
NLS_TABLE_NM	VARCHAR(50)	Lists the Dimensions NLS table.
BASE_FACT_COLUMN_NM	VARCHAR(50)	The name of the column of the GL_TRANSACTION_SUM table that identifies members that belong to the dimension type that is identified in DIMENSION_TYPE_RK and DIMENSION_TYPE_CD.
MISC_COLUMN_NM	VARCHAR(50)	
KEY_COLUMN_NM	VARCHAR(50)	The name of the column of the dimension type's member table that contains the automatically generated integer keys. (For member tables that do not have integer keys, this column holds the name of the column that contains the member code.)
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 67 EDUCATION_HISTORY Table

Column Name	Data Type	Comment
EDUCATION_HISTORY_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the COMPETENCY table data is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the COMPETENCY is valid to.
EDUCATION_HISTORY_ID	VARCHAR(32)	Business key for the EDUCATION_HISTORY table data record.
EMPLOYEE_RK	NUMERIC(10)	Reference key value for the employee.
EMPLOYEE_ID	VARCHAR(32)	Business key identifying the employee.
SCHOOL_DEPT_RK	NUMERIC(10)	Reference key of the SCHOOL_DEPARTMENT table associated with the EDUCATION_HISTORY employee data.
EDUCATION_ACHIEVEMENT_NM	VARCHAR(40)	Name of the educational achievement attained.
TERMINAL_DEGREE_FLG	CHAR(1)	A flag to indicate the highest academic degree in a field of study. If a doctorate is the highest degree that a field offers, then it is the terminal degree. If a bachelors or masters is the highest degree available in the field, then that is the terminal?
ACADEMIC_HONORS_CD	VARCHAR(10)	Code for any academic honors associated with the degree. Example: magna cum laude.
HONORS_PROGRAM_CD	VARCHAR(10)	Code for any honors program associated with the degree.
OTHER_HONORS_CD	VARCHAR(10)	Code for any other honors that the student received. Example: Phi Beta Kappa.
GRADUATION_DT	DATE	Date the student graduated from the academic program.
DEGREE_TYPE_CD	VARCHAR(10)	Code for the type of degree. Examples: doctorate, masters, bachelors, associate certificate.
DEGREE_DESCRIPTION	VARCHAR(255)	Description of the degree that was attained.
DEGREE_CONCENTRATION_CD	VARCHAR(10)	Code for the emphasis associated with a major or field of study. Example: A masters degree in business administration with a concentration in personnel.
DEGREE_PROGRAM_CD	VARCHAR(10)	Code reflecting the program associated with the course of study.
DEGREE_OPTION_CD	VARCHAR(10)	Code for the official name of a major option associated with the student's degree title. Example: A particular institution might require their civil engineering majors to select either a mechanical engineering option or a structural engineering option.
GRADUATING_DEGREE_CD	VARCHAR(10)	Code that indicates whether a diploma or certification is issued at the completion of the education. Examples: Graduating, Qualifying, Certification.
EXAM_REQUIRED_FLG	CHAR(1)	Flag indicating if an exam is required to complete the education.
EXAM_PASSED_FLG	CHAR(1)	Flag indicates the individual passed an exam related to or required for the education.
COMMENTS_TXT	VARCHAR(100)	Comments relating to education.
ATTENDANCE_STATUS_CD	VARCHAR(10)	Code for the status of the student within the SCHOOL_DEPT table. Examples: A student transfers from the School of Business to the School of Journalism. The first record shows School of Business with an attendance status code of TRNSFR and the second record shows the School of Journalism with an attendance status code of ATTENDING.
TUITION_ASSISTANCE_FLG	CHAR(1)	Flag indicating if the student received tuition assistance to attain the education.
MAJOR1_NM	VARCHAR(40)	Name of the first major degree.
MAJOR2_NM	VARCHAR(40)	Name of the second major degree.
MINOR1_NM	VARCHAR(40)	Name of the first minor degree.
MINOR2_NM	VARCHAR(40)	Name of the second minor degree.
EDUCATION_VALUE_SYSTEM_CD	VARCHAR(10)	An EDUCATION_VALUE_SYSTEM_CD value from the EDUCATION_VALUE_SYSTEM table.

Column Name	Data Type	Comment
EXCESSIVE_VALUE_FLG	CHAR(1)	Flag that indicates whether an excessive value is possible on the relevant scale or rating system. Examples: A "False" value indicates it is not possible to have a higher GPA than indicated in range maximum. A "True" value indicates it is possible to have a higher GPA than indicated.
GOOD_STUDENT_FLG	CHAR(1)	Flag that indicates whether the person is a good student under the criteria established by the school. Good students might be eligible for insurance discounts.
CUMULATIVE_SUMMARY_FLG	CHAR(1)	Flag that indicates whether this is a summary of all work included in the record.
ACADEMIC_CREDIT_CD	VARCHAR(10)	Code that indicates the type of credit awarded by the institution. Examples: A = adult credits, C = continuing education units, N = no credit, Q = quarter-hour credit.
COURSE_LEVEL_CD	VARCHAR(10)	A COURSE_LEVEL_CD value from the COURSE_LEVEL table.
ACADEMIC_CREDIT_HRS_INCLD_NO	NUMERIC(15)	Total number of credits or credit hours included in the grade point average for this particular summary. Inclusion or exclusion of certain credits depends on the policy of the sending institution.
ACADEMIC_CREDIT_HRS_ATTPD_NO	NUMERIC(15)	Total number of credits or credit hours attempted and earned and included in this summary. Examples: Credit hours to be included, if available, are credits for which non-punitive grades such as "I" or "W" or "Audit" were awarded.
ACADEMIC_CREDIT_HRS_ERND_NO	NUMERIC(15)	Total number of credits or credit hours included on the record for this particular summary. This is normally all credits for which the student paid, whether or not the credits were used to calculate the grade point average.
CLASS_RANK_NO	NUMERIC(15)	A student's numerical class rank with the highest student in the class having a rank or position of 1.
GPA_NO	NUMERIC(10,3)	A student's numerical Grade Point Average.
TOTAL_STUDENTS_NO	NUMERIC(15)	Total number of students in the class to help position the student's rank.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 68 EDUCATION_LEVEL Table

Column Name	Data Type	Comment
EDUCATION_LEVEL_CD	VARCHAR(10)	Unique identifier for education level.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the education level code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the education level code is valid to.
EDUCATION_LEVEL_DESC	VARCHAR(255)	Description of the education-level code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 69 EDUCATION_VALUE Table

Column Name	Data Type	Comment
EDUCATION_HISTORY_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
EDUCATION_VALUE_TYPE_CD	VARCHAR(10)	Code for type of education value. Examples: GPA, rank in class. Used as part of the measurement of the academic performance of the person who has the education.
VALID_FROM_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the EDUCATION_VALUE table data is valid to.
EDUCATION_HISTORY_ID	VARCHAR(32)	Business key for the EDUCATION_HISTORY table data record.
EDUCATION_NUM_MIN_VAL	NUMERIC(15,2)	When the rating scale is numeric, the EDUCATION_NUMERIC_MINIMUM_VAL column contains the lowest possible numeric value on the scale or rating system. Used in conjunction with the EDUCATION_NUMERIC_MAXIMUM_VAL column to define the measurement bounds.
EDUCATION_NUM_MAX_VAL	NUMERIC(15,2)	When the rating scale is numeric, the EDUCATION_NUMERIC_MAXIMUM_VAL column contains the highest possible numeric value on the scale or rating system. Used in conjunction with the EDUCATION_NUMERIC_MINIMUM_VAL column to define the measurement bounds.
EDUCATION_NUM_VAL	NUMERIC(15,3)	Numeric value of the educational performance of the person, within the bounds set in the EDUCATION_NUMERIC_MAXIMUM_VAL column and EDUCATION_NUMERIC_MINIMUM_VAL column. Examples: If Education Value Type is Grade Point Average, GPA, then this column might contain a value of 3.5. If Education Value Type is Rank in Class, then this column might contain a value of 130, ranked 130 out of 5000.
EDUCATION_STR_MIN_VAL	VARCHAR(20)	When the rating scale is character, the EDUCATION_STRING_MINIMUM_VAL column is used in conjunction with the EDUCATION_STRING_MAXIMUM_VAL column to identify the low and high measurement bounds. The EDUCATION_STRING_MINIMUM_VAL column contains the lowest possible string value on the scale or rating system. Example: If Education Value Type is Pass/Fail, then this column contains FAIL.
EDUCATION_STR_MAX_VAL	VARCHAR(20)	When the rating scale is character, the EDUCATION_STRING_MINIMUM_VAL column is used in conjunction with the EDUCATION_STRING_MAXIMUM_VAL column to identify the low and high measurement bounds. The EDUCATION_STRING_MAXIMUM_VAL column represents the highest possible string value on the scale or rating system. Example: If Education Value Type is Pass/Fail and the employee passed, then this column contains PASS.
EDUCATION_STR_VAL	VARCHAR(20)	When the rating scale is character, the EDUCATION_STRING_VAL column represents the value of the educational performance of the person. Example: If Education Value Type is Pass/Fail and the employee passed, this column contains PASS.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 70 EDUCATION_VALUE_SYSTEM Table

Column Name	Data Type	Comment
EDUCATION_VALUE_SYSTEM_CD	VARCHAR(10)	Code for the scale against which the educational measure can be compared. Business Rules: For a GPA, this might contain the highest GPA that can be attained at this institution. For a class rank, this might contain the size of the class.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
EDUCATION_VALUE_SYSTEM_DESC	VARCHAR(255)	Description of the education value system.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 71 EDUCATION_VALUE_TYPE Table

Column Name	Data Type	Comment
EDUCATION_VALUE_TYPE_CD	VARCHAR(10)	Code for type of education value. Examples: GPA, rank in class. Used as part of the measurement of the academic performance of the person who has the education.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
EDUCATION_VALUE_TYPE_DESC	VARCHAR(255)	Description of the education value type.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 72 EEO_CLASS Table

Column Name	Data Type	Comment
EEO_CLASS_CD	VARCHAR(10)	The standard EEO classification codes. EEO1 classifications are used for corporations and EEO4 are used for government reporting at the federal, state, and local level. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the EEO class code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the EEO class code is valid to.
EEO_CLASS_DESC	VARCHAR(255)	Description of the EEO classification code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 73 EMPLOYEE Table

Column Name	Data Type	Comment
EMPLOYEE_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table. This column should be populated with EMPLOYEE_ID in the stage table. The DDS job looks up the RK value. This column is used by a look-up in the DDS jobs. This column is required for the build of the SAS Human Capital Management EMPGEN table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the employee data is valid from. This column is required for the build of the SAS Human Capital Management EMPGEN table.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
EMPLOYEE_ID	VARCHAR(32)	Unique identifier for an employee occurrence. This column is required by SAS Human Capital Management. This value can represent the employee's employee number as long as it uniquely identifies only one employee for all employees brought into the DDS and SAS Human Capital Management. If employee information is brought in from multiple source systems and there are, for example, 2 employees with the same employee number 1234, one from source A and the other from source B, then the EMPLOYEE_ID must be made to be unique. This could simply be A1234 and B1234. The EMPLOYEE_NO column would contain the actual employee number 1234 for both employees as it does not have to be unique. This column is used by a look-up in the DDS jobs. This column is required for the build of the SAS Human Capital Management EMPGEN table.
SOURCE_SYSTEM_CD	VARCHAR(3)	A code that indicates how each record originated. The valid codes are defined in the SAS_SOURCE_SYSTEM table. If no code is specified in the staging table, then "ETL" is supplied automatically by the job that loads the DDS table.
FIRST_NM	VARCHAR(50)	Employee's first name.
MIDDLE_NM	VARCHAR(50)	Employee's middle name.
LAST_NM	VARCHAR(50)	Employee's last name.
MIDDLE_INITIAL	CHAR(1)	Employee's middle initial.
ADDRESS_LINE_1_TXT	VARCHAR(100)	First line of the address.
ADDRESS_LINE_2_TXT	VARCHAR(100)	Second line of the address.
ADDRESS_LINE_3_TXT	VARCHAR(100)	Third line of the address. Requires job modifications when this column needs to be included in SAS Human Capital Management.
ADDRESS_LINE_4_TXT	VARCHAR(100)	Fourth line of the address. Requires job modifications when this column needs to be included in SAS Human Capital Management.
CITY_NM	VARCHAR(50)	City name for the address. This column must be populated for full functionality of the SAS Human Capital Management GEO Analysis.
STATE_REGION_CD	VARCHAR(10)	Unique code associated with states or regions. Examples include: "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.
COUNTRY_CD	VARCHAR(3)	This column contains the three-character ISO 3166 standard code for a country. For example, AFG = Afghanistan and ALB = Albania.
CITIZENSHIP_COUNTRY_CD	VARCHAR(3)	This column contains the three-character ISO 3166 standard code for a country. For example, AFG = Afghanistan and ALB = Albania.
DISCIPLINARY_ACTION_FLG	CHAR(1)	Flag indicating if an employee is on disciplinary action.
EDUCATION_LEVEL_CD	VARCHAR(10)	Unique identifier for an education level. This is the surrogate key to join to the EDUCATION_LEVEL table.
ETHNICITY_CD	VARCHAR(10)	Code used to define the ethnicity. This is the surrogate key to join to the Ethnicity table.

Column Name	Data Type	Comment
MARITAL_STATUS_CD	VARCHAR(3)	Code indicating marital status. This is the surrogate key to join to the MARITAL_STATUS table.
GENDER_CD	VARCHAR(3)	Code used to specify the gender. This is the surrogate key to join to the Gender table.
PRIMARY_LANGUAGE_CD	VARCHAR(3)	Code identifying the language/locale for names and descriptions within this record. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English. Requires job modifications when this column needs to be included in SAS Human Capital Management.
PERMANENCE_CD	VARCHAR(10)	A PERMANENCE_CODE value from the POSITION_PERMANENCE table. This indicates whether a person is regular, permanent, temporary, and so on.
UNION_CD	VARCHAR(10)	Indicates whether or not the employee belongs to a union.
HOME_TELEPHONE_NO	VARCHAR(20)	Employee's home telephone number. Requires job modifications when this column needs to be included in SAS Human Capital Management.
DAYTIME_TELEPHONE_NO	VARCHAR(20)	Employee's daytime telephone number. Requires job modifications when this column needs to be included in SAS Human Capital Management.
MINORITY_FLG	CHAR(1)	Indicates if the employee is in a minority classification.
SOCIAL_SECURITY_NO	VARCHAR(20)	Employee's social security number. Specific to the United States.
COUNTY_NM	VARCHAR(50)	County name. This column must be populated for full functionality of the SAS Human Capital Management Geographical Analysis.
POSTAL_CD	VARCHAR(20)	Postal code for the address (zip code in the United States).
HIRE_DT	DATE	Employee's hire date.
SERVICE_START_DT	DATE	Date an employee began service with the company. This date is used to calculate an employee's years of service.
MANAGER_EFFECTIVE_DT	DATE	Date the employee becomes a manager.
MOBILE_TELEPHONE_NO	VARCHAR(20)	Employee's mobile telephone number. Requires job modifications when this column needs to be included in SAS Human Capital Management.
FTE_RT	NUMERIC(9,4)	Employee's fulltime equivalence value bounded by 0 and 1, where halftime = .5 and fulltime = 1.
EMPLOYEE_NO	VARCHAR(20)	Employee's employee number representing the source system. The value in this column does not have to be unique and is not required.
BIRTH_DT	DATE	Employee's birth date.
DISABILITY_FLG	CHAR(1)	Flag indicating if an employee has a disability.
EMAIL_ADDRESS_TXT	VARCHAR(100)	E-mail address for the employee. The site can determine whether this is to be business or personal. Requires job modifications when this column needs to be included in SAS Human Capital Management.
USER_NM	VARCHAR(60)	Employee's User Name. This contains the same value as the employee's User Name populated in The User Manager Plug-in in SAS Management Console.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 74 EMPLOYEE_ABSENCE Table

Column Name	Data Type	Comment
ABSENCE_ID	VARCHAR(32)	Since source data for EMPLOYEE_ABSENCE can come from multiple systems, the business-supplied keys might not be unique. A surrogate key is added by the DDS job to ensure a unique identifier for EMPLOYEE_ABSENCE. Used with VALID_FROM_DTTM for versioning of rows. This column is required for the build of the SAS Human Capital Management ABSHIST table.
EMPLOYEE_RK	NUMERIC(10)	An EMPLOYEE_RK value from the EMPLOYEE table for an employee who had an absence. The stage table should be populated with the EMPLOYEE_ID. The DDS job looks up the RK value. This column is required for the build of the SAS Human Capital Management ABSHIST table.
ABSENCE_TYPE_CD	VARCHAR(10)	An ABSENCE_TYPE_CD value from the ABSENCE_TYPE table.
ABSENCE_START_DT	DATE	Effective or beginning date of the employee absence. This column is required for the build of the SAS Human Capital Management ABSHIST table.
ABSENCE_END_DT	DATE	Ending date of the employee absence.
DURATION_QTY	NUMERIC(8,2)	Duration or length of the employee absence.
DURATION_TIME_UOM_CD	VARCHAR(3)	Unique code for a type of unit of measure. This must be a valid value in the TIME_UOM table.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 75 EMPLOYEE_ACTION Table

Column Name	Data Type	Comment
ACTION_DT	DATE	The date of the employee action. This column is required for the build of the SAS Human Capital Management ACTHIST table.
EMPLOYEE_RK	NUMERIC(10)	An EMPLOYEE_RK value from the EMPLOYEE table for an employee who was the object of an action. This column should be populated with the EMPLOYEE_ID in the stage table. The DDS job looks up the RK value. This column is required for the build of the SAS Human Capital Management ACTHIST table.
ACTION_TYPE_CD	VARCHAR(10)	An ACTION_TYPE_CD value from the ACTION_TYPE table. This column is required for the build of the SAS Human Capital Management ACTHIST table.
EMPLOYEE_TYPE_CD	VARCHAR(10)	An EMPLOYEE_TYPE_CD from the EMPLOYEE_TYPE table.
EMPLOYEE_ACTION_REASON_CD	VARCHAR(10)	Code that defines the reason for the employee action. For example, promotion is a reason for a pay raise. This code should be valid in the ACTION_REASON table.
PAY_RATE_AMT	NUMERIC(10,2)	Pay rate amount for an employee. The PAY_FREQUENCY_CD column must be used with this column to identify what the PAY_RATE_AMT is. For example, if PAY_FREQUENCY_CD is "Hr" then the PAY_RATE_AMT might be an hourly rate.
PAY_FREQUENCY_CD	VARCHAR(3)	Unique code for a time frequency or time span. Defines the type of time frequency. For example: week, bi-weekly, month, year.
EXEMPT_STATUS_CD	VARCHAR(10)	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt."
HOURS_PER_WEEK_CNT	NUMERIC(2)	Number of hours per week that an employee works.
EMPLOYEE_PAID_FREQUENCY_CD	VARCHAR(3)	Unique code for a time frequency or time span. Defines the type of time frequency. For example: week, bi-weekly, month, year.
PAY_LEVEL_CD	VARCHAR(20)	The employee's actual pay level.
PAY_LEVEL_STRUCTURE_CD	VARCHAR(20)	Code used to join to the PAY_LEVEL table. It is a unique identifier of a PAY_LEVEL since the PAY_LEVEL column itself cannot be guaranteed to be unique. If the pay levels are unique, this column can be loaded with just the PAY_LEVEL.
CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar, and EUR=euro.
EMPLOYEE_STATUS_CD	VARCHAR(10)	Code that defines the employment status of an employee.
EVALUATION_RESULT_CD	VARCHAR(10)	An employee's evaluation result code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 76 EMPLOYEE_INVOLVEMENT_TYPE Table

Column Name	Data Type	Comment
EMPLOYEE_INVOLVEMENT_TYPE_CD	VARCHAR(3)	This table is not used.
LANGUAGE_CD	VARCHAR(3)	This table is not used.
VALID_FROM_DTTM	DATE	This table is not used.
VALID_TO_DTTM	DATE	This table is not used.
EMPLOYEE_INVOLVEMENT_TYPE_DESC	VARCHAR(255)	This table is not used.
PROCESSED_DTTM	DATE	This table is not used.

Table 77 EMPLOYEE_STATUS Table

Column Name	Data Type	Comment
EMPLOYEE_STATUS_CD	VARCHAR(10)	Code that defines the employment status of an employee. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the employee status code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the employee status code is valid to.
EMPLOYEE_STATUS_DESC	VARCHAR(255)	Description of the employee status code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 78 EMPLOYEE_TYPE Table

Column Name	Data Type	Comment
EMPLOYEE_TYPE_CD	VARCHAR(10)	A unique code to indicate an employee's employment type. For example, RFT for regular full-time, RPT for regular part-time. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the employee type code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the employee type code is valid to.
EMPLOYEE_TYPE_DESC	VARCHAR(255)	The description of the EMPLOYEE_TYPE_ID.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 79 EMPLOYEE_UNION Table

Column Name	Data Type	Comment
UNION_CD	VARCHAR(10)	Unique code indicating labor union. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the union code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the union code is valid to.
UNION_DESC	VARCHAR(255)	Description of the LABOR_UNION_CD.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 80 EMPLOYEE_X_COMPETENCY Table

Column Name	Data Type	Comment
EMPLOYEE_RK	NUMERIC(10)	Reference key used to establish the relationship of the EMPLOYEE table to the COMPETENCY table.
COMPETENCY_RK	NUMERIC(10)	Reference key used to establish the relationship of the COMPETENCY table data row to the EMPLOYEE table information.
VALID_FROM_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the EMPLOYEE_X_COMPETENCY table data is valid to.
EMPLOYEE_ID	VARCHAR(32)	Business key for employee in the EMPLOYEE table.
COMPETENCY_ID	VARCHAR(32)	The COMPETENCY_ID contains the business key associated with the COMPETENCY table.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 81 EMPLOYEE_X_EVIDENCE Table

Column Name	Data Type	Comment
EMPLOYEE_RK	NUMERIC(10)	Reference key used to establish the relationship of the employee in the EMPLOYEE table to the evidence in the COMPETENCY_EVIDENCE table.
COMPETENCY_RK	NUMERIC(10)	Reference key used to establish the relationship of the employee held evidence to the competency data in the COMPETENCY table.
EVIDENCE_TYPE_CD	VARCHAR(10)	Code to identify the type of evidence associated to the employee holding the evidence.
VALID_FROM_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the EMPLOYEE_X_EVIDENCE table data is valid to.
EMPLOYEE_ID	VARCHAR(32)	Business key for employee.
COMPETENCY_ID	VARCHAR(32)	A competency code that is defined in the COMPETENCY table.
INCIDENT_DT	DATE	Date on which the employee's competency evidence occurred. Example: Employee's license or certification date is 01JAN2007.
EXPIRATION_DT	DATE	Date of any applicable expiration date, such as the date that a license or certification expires. Example: Employee's license or certification expires 31DEC2009.
EMP_EVD_NUM_VAL	NUMERIC(10,2)	Numeric measurement factor based on the individual's rating. Used in conjunction with the numeric bounds set for the competency.
EMP_EVD_NUM_VALUE_DESC	VARCHAR(255)	Description of the numeric value which stores the measurement factor based on the individual's rating.
EMP_EVD_STR_VAL	VARCHAR(100)	String measurement factor based on the individual's rating. Used in conjunction with the character string bounds set for the competency.
EMP_EVD_STR_VALUE_DESC	VARCHAR(255)	Description of the string value which stores the measurement factor based on the individual's rating.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 82 EMPLOYEE_X_INTERNAL_ORG Table

Column Name	Data Type	Comment
INTERNAL_ORG_RK	NUMERIC(10)	An INTERNAL_ORG_RK value from the INTERNAL_ORG table. This column should be populated with the INTERNAL_ORG_ID value in the stage table. The DDS job looks up the RK value. This column is required for the build of the SAS Human Capital Management ACTHIST table.
EMPLOYEE_RK	NUMERIC(10)	An EMPLOYEE_RK value from the EMPLOYEE table. This column should be populated with the EMPLOYEE_ID in the stage table. The DDS job looks up the RK value. This column is required for the build of the SAS Human Capital Management ACTHIST table.
INTERNAL_ORG_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table. This column is required for the build of the SAS Human Capital Management ACTHIST table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the beginning date and time that the employee was associated with the INTERNAL_ORG_ID. This column is required for the build of the SAS Human Capital Management ACTHIST?
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the end date and time that the employee was associated with the INTERNAL_ORG_ID.
EMPLOYEE_INVOLVEMENT_TYPE_CD	VARCHAR(3)	This column is not used.
EMPLOYEE_X_INTERNAL_ORG_ADK	VARCHAR(32)	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 83 EMPLOYEE_X_JOB Table

Column Name	Data Type	Comment
EMPLOYEE_RK	NUMERIC(10)	An EMPLOYEE_RK value from the EMPLOYEE table. This column should be populated with EMPLOYEE_ID in the stage table. The DDS job looks up the RK value. This column is required for the build of the SAS Human Capital Management ACTHIST table.
JOB_CD	VARCHAR(10)	A code that represents a job within the company. This column is required for the build of the SAS Human Capital Management ACTHIST table.
START_DT	DATE	The date the employee started the job. This column is required for the build of the SAS Human Capital Management ACTHIST table.
POSITION_CD	VARCHAR(10)	A code that represents a position within the company. This column is required for the build of the SAS Human Capital Management ACTHIST table.
END_DT	DATE	The date the employee ended the job.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 84 EMPLOYEE_X_JOB_X_COMPETENCY Table

Column Name	Data Type	Comment
EMPLOYEE_RK	NUMERIC(10,2)	Reference key used to establish the relationship of the employee held job in the EMPLOYEE_X_JOB table and competency in the COMPETENCY table.
JOB_CD	VARCHAR(10)	A code that represents a job within the organization as identified in the EMPLOYEE_X_JOB table.
START_DT	DATE	The date the employee started the job based on the data from the EMPLOYEE_X_JOB table.
COMPETENCY_RK	NUMERIC(10)	Reference key of the competency associated with the COMPETENCY_WEIGHT_BOUNDS table row data.
WEIGHT_TYPE_CD	VARCHAR(10)	A code for a weight type. The COMPETENCY_WEIGHT_BOUNDS table can have multiple entries based on weight type. For example, there can be multiple rows representing a required bound, level of interest bound, or skill bound.
VALID_FROM_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the EMPLOYEE_X_JOB_X_COMPETENCY table data is valid to.
EMPLOYEE_ID	VARCHAR(32)	Business key for employee identified in the EMPLOYEE_X_JOB table.
COMPETENCY_ID	VARCHAR(32)	The COMPETENCY_ID contains the business key associated with the COMPETENCY table.
COMPETENCY_EMP_NUM_VAL	NUMERIC(10,2)	When used with the competency measurement scale WEIGHT_NUMERIC_MINIMUM_VAL column and WEIGHT_NUMERIC_MAXIMUM_VAL column from the COMPETENCY_WEIGHT_BOUNDS table, this represents the employee's measurement value within the job competency.
COMPETENCY_EMP_NUM_VAL_DESC	VARCHAR(255)	Description of the COMPETENCY_EMP_NUM_VAL column.
COMPETENCY_EMP_STR_VAL	VARCHAR(20)	When used with the competency measurement scale WEIGHT_STRING_MINIMUM_VAL column and WEIGHT_STRING_MAXIMUM_VAL column from the COMPETENCY_WEIGHT_BOUNDS table, this represents the employee's measurement value within the job competency.
COMPETENCY_EMP_STR_VAL_DESC	VARCHAR(255)	Description of the COMPETENCY_EMP_STRING_VAL column.
POSITION_CD	VARCHAR(10)	The code representing the employees position number within the organization as identified in the EMPLOYEE_X_JOB table.
END_DT	DATE	The date the employee ended the job as indicated in the EMPLOYEE_X_JOB table.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 85 EMPLOYMENT_APPLICATION Table

Column Name	Data Type	Comment
EMPLOYMENT_APPLICATION_ID	VARCHAR(32)	A unique ID for the employment application. This column is required for the build of the SAS Human Capital Management APPHIST table.
POSITION_CD	VARCHAR(10)	Position for which the applicant is applying. This column is required for the build of the SAS Human Capital Management APPHIST table.
APPLICATION_DT	DATE	Date of the application. This column is required for the build of the SAS Human Capital Management APPHIST table.
EMPLOYEE_RK	NUMERIC(10)	An EMPLOYEE_RK value from the EMPLOYEE table. This column should be populated with EMPLOYEE_ID in the stage table. The DDS job looks up the RK value.
APPLICATION_STATUS_CD	VARCHAR(10)	The status of the employment application. Requires job modifications when this column needs to be included in SAS Human Capital Management.
APPLICANT_INTERVIEWED_FLG	CHAR(1)	Indicates whether the applicant was interviewed or not.
RECRUITMENT_SOURCE_CD	VARCHAR(10)	Code for the recruitment source that the applicant used.
FIRST_NM	VARCHAR(50)	First name of the applicant.
MIDDLE_NM	VARCHAR(50)	Middle name of the applicant.
LAST_NM	VARCHAR(50)	Last name of the applicant.
MIDDLE_INITIAL	CHAR(1)	Middle initial of the applicant.
ADDRESS_LINE_1_TXT	VARCHAR(100)	Home address line 1 for the applicant. Requires job modifications when this column needs to be included in SAS Human Capital Management.
ADDRESS_LINE_2_TXT	VARCHAR(100)	Home address line 2 for the applicant. Requires job modifications when this column needs to be included in SAS Human Capital Management.
ADDRESS_LINE_3_TXT	VARCHAR(100)	Home address line 3 for the applicant. Requires job modifications when this column needs to be included in SAS Human Capital Management.
ADDRESS_LINE_4_TXT	VARCHAR(100)	Home address line 4 for the applicant. Requires job modifications when this column needs to be included in SAS Human Capital Management.
STATE_REGION_CD	VARCHAR(10)	Unique code associated with states or regions. Examples include: "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.
CITY_NM	VARCHAR(50)	City name in address of the applicant.
POSTAL_CD	VARCHAR(20)	Postal code (zip code) in the address of the applicant.
COUNTRY_CD	VARCHAR(3)	This column contains the three-character ISO 3166 standard code for a country. For example, AFG = Afghanistan and ALB = Albania.
GENDER_CD	VARCHAR(3)	Code used to specify the gender of the applicant.
REJECTION_REASON_CD	VARCHAR(6)	A code that represents an employment application rejection reason.
APPLICANT_BIRTH_DT	DATE	Birth date of the applicant.
ETHNICITY_CD	VARCHAR(10)	A unique code to define applicant's ethnic origin.
EMAIL_ADDRESS_TXT	VARCHAR(100)	E-mail address of the applicant. Requires job modifications when this column needs to be included in SAS Human Capital Management.
HOME_TELEPHONE_NO	VARCHAR(20)	Home telephone number of the applicant. Requires job modifications when this column needs to be included in SAS Human Capital Management.
DAYTIME_TELEPHONE_NO	VARCHAR(20)	Daytime telephone number for the applicant. Requires job modifications when this column needs to be included in SAS Human Capital Management.
MOBILE_TELEPHONE_NO	VARCHAR(20)	Mobile phone number for the applicant. Requires job modifications when this column needs to be included in SAS Human Capital Management.

Column Name	Data Type	Comment
SOCIAL_SECURITY_NO	VARCHAR(20)	Social security number of the applicant.
SOURCE_SYSTEM_CD	VARCHAR(3)	A code that indicates how each record originated. The valid codes are defined in the SAS_SOURCE_SYSTEM table. If no code is specified in the staging table, then "ETL" is supplied automatically by the job that loads the DDS table.
COUNTY_NM	VARCHAR(50)	County name.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 86 ENROLLMENT_STATUS Table

Column Name	Data Type	Comment
ENROLLMENT_STATUS_CD	VARCHAR(10)	Code for enrollment status. Examples: Regular, night, continuing education.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ENROLLMENT_STATUS_DESC	VARCHAR(255)	Description of the enrollment status.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 87 ETHNICITY Table

Column Name	Data Type	Comment
ETHNICITY_CD	VARCHAR(10)	A unique code to define employee's ethnic origin. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the ethnicity code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the ethnicity code is valid to.
ETHNICITY_DESC	VARCHAR(255)	Description of the ethnicity code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 88 EVIDENCE_TYPE Table

Column Name	Data Type	Comment
EVIDENCE_TYPE_CD	VARCHAR(10)	A code identifying the type of evidence of the competency. Example: CER for Certificate, DEG for Degree.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
EVIDENCE_TYPE_DESC	VARCHAR(255)	Description of the evidence type.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 89 EXEMPT_STATUS Table

Column Name	Data Type	Comment
EXEMPT_STATUS_CD	VARCHAR(10)	A unique code representing an employee's exempt status under the Fair Labor Standards Act. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the exempt status code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the exempt status code is valid to.
EXEMPT_STATUS_DESC	VARCHAR(255)	Description of the status code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 90 EXTERNAL_ORG Table

Column Name	Data Type	Comment
EXTERNAL_ORG_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
EXTERNAL_ORG_ID	VARCHAR(32)	Unique customer-provided ID that identifies the members of the table.
SOURCE_SYSTEM_CD	VARCHAR(3)	A code that indicates how each record originated. The valid codes are defined in the SAS_SOURCE_SYSTEM table. If no code is specified in the staging table, then "ETL" is supplied automatically by the job that loads the DDS table.
ORGANIZATION_NM	VARCHAR(50)	Short name used to describe the external organization.
ORGANIZATION_LEGAL_NM	VARCHAR(50)	Long name used to describe the external organization.
DOING_BUSINESS_AS_NM	VARCHAR(50)	"Doing business as" name. A legally registered alternate name for the entity.
ORGANIZATION_DESC	VARCHAR(255)	Description of the external organization.
ORGANIZATION_TYPE_CD	VARCHAR(10)	An ORGANIZATION_TYPE_CD value from the ORG_TYPE table.
INDUSTRY_CD	VARCHAR(10)	Code that represents the industry of the external organization.
MAIN_TELEPHONE_NO	VARCHAR(20)	Main telephone number for the organization.
MAIN_FAX_NO	VARCHAR(20)	Main fax number for the organization.
FISCAL_CALENDAR_START_DAY_MTH	NUMERIC(4)	Starting day and month of the external organization's fiscal year.
CENTRAL_GOVERNMENT_TAX_ID	VARCHAR(20)	Unique government-provided tax ID number.
DUNS_NO	VARCHAR(20)	The D&B D-U-N-S Number is D&B's distinctive nine-digit identification sequence; it links products and services originating exclusively from D&B.
EXCHANGE_SYMBOL_CD	VARCHAR(10)	Exchange symbol used.
EXTERNAL_ORG_ADK	VARCHAR(32)	This column is not used.
ROLL_UP_TO_PARENT_FLG	CHAR(1)	Identifies if this member's values rolls up into its parent.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 91 EXTERNAL_ORG_ADDRESS Table

Column Name	Data Type	Comment
EXTERNAL_ORG_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
ADDRESS_TYPE_CD	VARCHAR(10)	Code for an address type. Typical address types are business, shipping, mailing, and primary residence.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ADDRESS_LINE_1_TXT	VARCHAR(100)	First line of address.
ADDRESS_LINE_2_TXT	VARCHAR(100)	Second line of address.
ADDRESS_LINE_3_TXT	VARCHAR(100)	Third line of address.
ADDRESS_LINE_4_TXT	VARCHAR(100)	Fourth line of address.
CITY_NM	VARCHAR(50)	City name.
STATE_REGION_CD	VARCHAR(10)	Unique code associated with states or regions. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.
POSTAL_CD	VARCHAR(20)	Postal code.
COUNTRY_CD	VARCHAR(3)	This column contains the two-character ISO 3166 standard code for a country. For example, AF = Afghanistan and AL = Albania.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 92 EXTERNAL_ORG_ASSOC Table

Column Name	Data Type	Comment
EXTERNAL_ORG_RK	NUMERIC(10)	The EXTERNAL_ORG_RK value from the EXTERNAL_ORG table for the child in a parent-child relationship.
PARENT_EXTERNAL_ORG_RK	NUMERIC(10)	The EXTERNAL_ORG_RK value from the EXTERNAL_ORG table for the parent in a parent-child relationship.
EXTERNAL_ORG_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ORDER_NO	NUMERIC(8)	Identifies the order in which the nodes should be listed for a given hierarchy level.
EXTERNAL_ORG_ADK	VARCHAR(32)	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 93 EXTERNAL_ORG_ASSOC_TYPE Table

Column Name	Data Type	Comment
EXTERNAL_ORG_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
EXTERNAL_ORG_ASSOC_TYPE_DESC	VARCHAR(255)	A description of the hierarchy.
EXTERNAL_ORG_ADK	VARCHAR(32)	This column is not used.
DEFAULT_EXTERNAL_ORG_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 94 EXTERNAL_ORG_CONTACT Table

Column Name	Data Type	Comment
CONTACT_RK	NUMERIC(10)	Unique ID to identify external organization contact records.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
CONTACT_ROLE_CD	VARCHAR(3)	Code for a contact role.
CONTACT_ID	VARCHAR(32)	Unique ID of the contact within the external organization.
EXTERNAL_ORG_RK	NUMERIC(10)	Since source data for EXTERNAL_ORG can come from multiple systems, the business-supplied keys might not be unique. A surrogate key is added by the DDS job to ensure a unique identifier for EXTERNAL_ORG. Used with VALID_FROM_DTTM for versioning of rows.
FIRST_NM	VARCHAR(50)	Contact first name.
MIDDLE_NM	VARCHAR(50)	Contact middle initial.
LAST_NM	VARCHAR(50)	Contact last name.
JOB_TITLE	VARCHAR(20)	Contact job title.
DEPARTMENT_NM	VARCHAR(50)	Name of department that contact person works in or reports to.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 95 EXTERNAL_ORG_NLS Table

Column Name	Data Type	Comment
EXTERNAL_ORG_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ORGANIZATION_NM	VARCHAR(50)	Short name used to describe the external organization.
ORGANIZATION_LEGAL_NM	VARCHAR(50)	Long name used to describe the external organization.
DOING_BUSINESS_AS_NM	VARCHAR(50)	"Doing business as" name. A legally registered alternate name for the entity.
ORGANIZATION_DESC	VARCHAR(255)	Description of the external organization.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 96 FICE Table

Column Name	Data Type	Comment
FICE_CD	VARCHAR(10)	The institution's FICE Code as identified by the Federal Interagency Committee on Education. FICE codes are assigned by the U.S. Department of Education and are used as the primary identifiers for academic institutions.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
FICE_DESC	VARCHAR(255)	Description of the FICE code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 97 FLSA_STATUS Table

Column Name	Data Type	Comment
FLSA_STATUS_CD	VARCHAR(10)	Employee FLSA (Fair Labor Standards Act) status code. Can be the same as the exempt status code. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the FLSA status code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the FLSA status code is valid to.
FLSA_STATUS_DESC	VARCHAR(255)	Description of the FLSA status code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 98 GENDER Table

Column Name	Data Type	Comment
GENDER_CD	VARCHAR(3)	Code used to specify the gender. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the gender code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the gender code is valid to.
GENDER_DESC	VARCHAR(255)	Description of the gender code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 99 GL_ACCOUNT Table

Column Name	Data Type	Comment
GL_ACCOUNT_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
GL_ACCOUNT_ID	VARCHAR(32)	Unique ID for a General Ledger account.
INTERNAL_ORG_RK	NUMERIC(10)	An INTERNAL_ORG_RK value from the INTERNAL_ORG table.
CTA_ACCOUNT_FLG	CHAR(1)	Flag Y if this is a Cumulative Translation Adjustment account (CTA).
CTA_ELIM_BEHAVIOR_CD	VARCHAR(32)	This column is not used.
INTERCOMPANY_ACCOUNT_FLG	CHAR(1)	Flag Y if this account is used exclusively for recording intercompany activity; otherwise N.
RETAINED_EARNINGS_FLG	CHAR(1)	A permission flag.
EXCHANGE_RATE_TYPE_CD	VARCHAR(32)	If the value in ACCOUNT_TYPE_CD is "RE" then this column must contain Y or N. Otherwise, it must be blank.
NORMAL_BALANCE_CD	VARCHAR(3)	A NORMAL_BALANCE_CD value from the GL_NORMAL_BAL table.
SOURCE_SYSTEM_CD	VARCHAR(3)	A code that indicates how each record originated. The valid codes are defined in the SAS_SOURCE_SYSTEM table. If no code is specified in the staging table, then "ETL" is supplied automatically by the job that loads the DDS table.
GL_ACCOUNT_NM	VARCHAR(50)	Short name used to describe general ledger account.
GL_ACCOUNT_DESC	VARCHAR(255)	Long name used to describe general ledger account.
GL_ACCOUNT_TYPE_CD	VARCHAR(32)	Unique code for a type of General Ledger account. Examples include asset, liability, equity, revenue, and expense.
GL_ACCOUNT_ADK	VARCHAR(32)	This column is not used.
RETAINED_EARN_ROLL_FWD_CD	VARCHAR(32)	If the value in ACCOUNT_TYPE_CD is "RE" then this column must contain one of the predefined codes in the RETAINED_EARN_ROLL_FWD_METH table. Otherwise, it must be blank.
RETAINED_EARN_IMPORT_DATA_FLG	CHAR(1)	If the value in ACCOUNT_TYPE_CD is "RE" then this column must contain Y or N. Otherwise, it must be blank.
RETAINED_EARN_FORM_DATA_FLG	CHAR(1)	If the value in ACCOUNT_TYPE_CD is "RE" then this column must contain Y or N. Otherwise, it must be blank.
RETAINED_EARN_ADJ_FLG	CHAR(1)	A permission flag.
RETAINED_EARN_ELIM_ADJ_FLG	CHAR(1)	A permission flag.

Column Name	Data Type	Comment
ROLL_UP_TO_PARENT_FLG	CHAR(1)	Identifies if this member's values rolls up into its parent.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 100 GL_ACCOUNT_ASSOC Table

Column Name	Data Type	Comment
GL_ACCOUNT_RK	NUMERIC(10)	The ACCOUNT_RK value from the GL_ACCOUNT table for the child in a parent-child relationship.
PARENT_GL_ACCOUNT_RK	NUMERIC(10)	The ACCOUNT_RK value from the GL_ACCOUNT table for the parent in a parent-child relationship.
GL_ACCOUNT_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ORDER_NO	NUMERIC(8)	Identifies the order in which the nodes should be listed for a given hierarchy level.
GL_ACCOUNT_ADK	VARCHAR(32)	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 101 GL_ACCOUNT_ASSOC_TYPE Table

Column Name	Data Type	Comment
GL_ACCOUNT_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
GL_ACCOUNT_ASSOC_TYPE_DESC	VARCHAR(255)	A description of the hierarchy.
GL_ACCOUNT_ADK	VARCHAR(32)	This column is not used.
DEFAULT_GL_ACCOUNT_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 102 GL_ACCOUNT_NLS Table

Column Name	Data Type	Comment
GL_ACCOUNT_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
GL_ACCOUNT_NM	VARCHAR(50)	Short name used to describe general ledger account listed in the associated language/locale.
GL_ACCOUNT_DESC	VARCHAR(255)	Long name used to describe general ledger account listed in the associated language/locale.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 103 GL_ACCOUNT_TYPE Table

Column Name	Data Type	Comment
GL_ACCOUNT_TYPE_CD	VARCHAR(32)	Unique code for a type of General Ledger account. Examples include asset, liability, equity, revenue, and expense.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
GL_ACCOUNT_TYPE_DESC	VARCHAR(255)	Names used to describe the category of general ledger account types.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 104 GL_JRNL Table

Column Name	Data Type	Comment
GL_JRNL_ID	VARCHAR(32)	Unique journal header record ID.
GL_JRNL_DESC	VARCHAR(255)	Description of the journal.
AFFECTED_TIME_PERIOD_RK	NUMERIC(10)	A TIME_PERIOD_RK value from the TIME_PERIOD table that identifies the time period that is the subject of the data.
SOURCE_INTERNAL_ORG_RK	NUMERIC(10)	An INTERNAL_ORG_RK value from the INTERNAL_ORG table that identifies the organization that is the source of the data.
SCHEMA_RK	NUMERIC(10)	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 105 GL_JRNL_DETAILS Table

Column Name	Data Type	Comment
GL_JRNL_ID	VARCHAR(32)	Unique journal header record ID.
GL_JRNL_LINE_ITEM_ID	VARCHAR(32)	General ledger journal line item identifier.
INITIATING_INTERNAL_ORG_RK	NUMERIC(10)	An INTERNAL_ORG_RK value from the INTERNAL_ORG table that identifies the organization that is the subject of the data.
AFFECTED_INTERNAL_ORG_RK	NUMERIC(10)	An INTERNAL_ORG_RK value from the INTERNAL_ORG table that identifies the organization, if any, that is involved as a trading partner.
TRANSACTION_AMT	NUMERIC(14,2)	Amount of the transaction.
GL_ACCOUNT_RK	NUMERIC(10)	An ACCOUNT_RK value from the GL_ACCOUNT table that identifies the account that is the subject of the data.
TRANSACTION_DT	DATE	Transaction date of record.
ANALYSIS_RK	NUMERIC(10)	An ANALYSIS_RK value from the ANALYSIS table that identifies the analysis value that is the subject of the data.
CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar.
COST_CENTER_RK	NUMERIC(10)	An ANALYSIS_RK value from the ANALYSIS table that identifies the analysis value that is the subject of the data.
PROFIT_CENTER_RK	NUMERIC(10)	A PROFIT_CENTER_RK value from the PROFIT_CENTER table that identifies the profit center that is the subject of the data.
AFFECTED_EXTERNAL_ORG_RK	NUMERIC(10)	An EXTERNAL_ORG_RK value from the EXTERNAL_ORG table that identifies the external organization that is the subject of the data.
ITEM_CATEGORY_CD	VARCHAR(3)	An ITEM_CATEGORY_CD value from the ITEM_CATEGORY table that identifies the item category that is the subject of the data.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 106 GL_NORMAL_BAL Table

Column Name	Data Type	Comment
NORMAL_BALANCE_CD	VARCHAR(3)	C for credit or D for debit.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
NORMAL_BALANCE_DESC	VARCHAR(255)	Description of the normal balance type that is identified in NORMAL_BALANCE_CD.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 107 GL_TRANSACTION_SUM Table

Column Name	Data Type	Comment
INITIATING_INTERNAL_ORG_RK	NUMERIC(10)	An INTERNAL_ORG_RK value from the INTERNAL_ORG table that identifies the organization that is the subject of the data.
AFFECTED_INTERNAL_ORG_RK	NUMERIC(10)	An INTERNAL_ORG_RK value from the INTERNAL_ORG table that identifies the organization, if any, that is involved as a trading partner.
TRANSACTION_AMT	NUMERIC(14,2)	Amount or value of transaction. Use traditional GL db/cr signs for values. Debit values are positive; credit values are negative. Additionally, values should be transformed to period activity values (or period to date); no year-to-date values.
TRANSACTION_AMT_YTD_FLG	CHAR(1)	Y ore N. Y means to compute the period activity value by subtracting TRANSACTION_AMT for the previous period from TRANSACTION_AMT for the current period. N means to take TRANSACTION_AMT for the current period as the period activity value.
GL_ACCOUNT_RK	NUMERIC(10)	An ACCOUNT_RK value from the GL_ACCOUNT table that identifies the account that is the subject of the data.
TRANSACTION_DT	DATE	Transaction date of record.
ANALYSIS_RK	NUMERIC(10)	An ANALYSIS_RK value from the ANALYSIS table that identifies the analysis value that is the subject of the data.
CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar.
COST_CENTER_RK	NUMERIC(10)	An ANALYSIS_RK value from the ANALYSIS table that identifies the analysis value that is the subject of the data.
PROFIT_CENTER_RK	NUMERIC(10)	A PROFIT_CENTER_RK value from the PROFIT_CENTER table that identifies the profit center that is the subject of the data.
AFFECTED_EXTERNAL_ORG_RK	NUMERIC(10)	An EXTERNAL_ORG_RK value from the EXTERNAL_ORG table that identifies the external organization that is the subject of the data.
ITEM_CATEGORY_CD	VARCHAR(3)	An ITEM_CATEGORY_CD value from the ITEM_CATEGORY table that identifies the item category that is the subject of the data.
SOURCE_INTERNAL_ORG_RK	NUMERIC(10)	An INTERNAL_ORG_RK value from the INTERNAL_ORG table that identifies the organization that is the source of the data.
AFFECTED_TIME_PERIOD_RK	NUMERIC(10)	A TIME_PERIOD_RK value from the TIME_PERIOD table that identifies the time period that is the subject of the data.
SCHEMA_RK	NUMERIC(10)	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 108 GRADUATING_DEGREE Table

Column Name	Data Type	Comment
GRADUATING_DEGREE_CD	VARCHAR(10)	A code associated with the completion of the education. Examples: G for graduating, Q for qualifying, A for attending.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
GRADUATING_DEGREE_DESC	VARCHAR(255)	Description of the graduating degree.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 109 HONORS_PROGRAM Table

Column Name	Data Type	Comment
HONORS_PROGRAM_CD	VARCHAR(10)	Code for any honors program associated with the degree.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
HONORS_PROGRAM_DESC	VARCHAR(255)	Description of the honors program.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 110 INDUSTRY Table

Column Name	Data Type	Comment
INDUSTRY_CD	VARCHAR(10)	Code for an industry.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
INDUSTRY_DESC	VARCHAR(255)	Description of the industry that is identified in INDUSTRY_CD.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 111 INTERNAL_ORG Table

Column Name	Data Type	Comment
INTERNAL_ORG_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table, based upon the INTERNAL_ORG_ID value in the INTERNAL_ORG stage table. This column is used by a look-up in the DDS jobs. This column is required by SAS Human Capital Management for the build of the WRKGRP table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. The date and time that the INTERNAL_ORG_ID is valid from. This column is required by SAS Human Capital Management for the build of the WRKGRP table.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the INTERNAL_ORG_ID is valid to.
STATE_REGION_CD	VARCHAR(10)	A STATE_REGION_CD value from the STATE_REGION table.
COUNTRY_CD	VARCHAR(3)	This column contains the two-character ISO 3166 standard code for a country. For example, AF = Afghanistan and AL = Albania.
INTERNAL_ORG_ID	VARCHAR(32)	Unique ID used to identify an internal organization. This column is used by a look-up in the DDS jobs. This column is required by SAS Human Capital Management for the build of the WRKGRP table.
SOURCE_SYSTEM_CD	VARCHAR(3)	A code that indicates how each record originated. The valid codes are defined in the SAS_SOURCE_SYSTEM table. If no code is specified in the staging table, then "ETL" is supplied automatically by the job that loads the DDS table.
ORGANIZATION_NM	VARCHAR(50)	Short name used to describe an internal organization.
ORGANIZATION_DESC	VARCHAR(255)	Long name used to describe an internal organization.
ORGANIZATION_TYPE_CD	VARCHAR(10)	An ORGANIZATION_TYPE_CD value from the ORG_TYPE table.
MANAGING_EMPLOYEE_RK	NUMERIC(10)	An EMPLOYEE_RK value from the EMPLOYEE table that identifies the manager of this organization. This column is populated by the DDS job, based upon the MANAGING_EMPLOYEE_ID value in the INTERNAL_ORG stage table.
ADDRESS_LINE_1_TXT	VARCHAR(100)	Line 1 of an address.
ADDRESS_LINE_2_TXT	VARCHAR(100)	Line 2 of an address.
ADDRESS_LINE_3_TXT	VARCHAR(100)	Line 3 of an address.
ADDRESS_LINE_4_TXT	VARCHAR(100)	Line 4 of an address.
CITY_NM	VARCHAR(50)	City name.
POSTAL_CD	VARCHAR(20)	Postal code.
COST_CENTER_RK	NUMERIC(10)	A COST_CENTER_RK value from the COST_CENTER table.
BOOK_OF_RECORD_CURRENCY_CD	VARCHAR(3)	This column is not used.
REPORTING_CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar. For SAS Financial Management, this is the currency that this organization reports in. This column is required by SAS Human Capital Management for the build of the WRKGRP table.
LEGAL_ENTITY_FLG	CHAR(1)	Flag Y, if this organization is a legal entity.
EXTERNAL_TRADER_FLG	CHAR(1)	This column is not used.
COUNTY_NM	VARCHAR(50)	County name.
INTERNAL_ORG_ADK	VARCHAR(32)	This column is not used.
ROLL_UP_TO_PARENT_FLG	CHAR(1)	Identifies if this member's values rolls up into its parent.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 112 INTERNAL_ORG_ASSOC Table

Column Name	Data Type	Comment
INTERNAL_ORG_RK	NUMERIC(10)	The INTERNAL_ORG_RK value from the INTERNAL_ORG table for the child in a parent-child relationship. This value is generated by the DDS job, based upon the INTERNAL_ORG_ID value in the stage INTERNAL_ORG_ASSOC table. This column is required by SAS Human Capital Management for the build of the WRKGRP table.
PARENT_INTERNAL_ORG_RK	NUMERIC(10)	The INTERNAL_ORG_RK value from the INTERNAL_ORG table for the parent in a parent-child relationship. This value is generated by the DDS job, based upon the PARENT_INTERNAL_ORG_ID value in the stage INTERNAL_ORG_ASSOC table. This column is required by SAS Human Capital Management for the build of the WRKGRP table.
INTERNAL_ORG_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table. This column is required by SAS Human Capital Management for the build of the WRKGRP table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. The date and time which the INTERNAL_ORG_ID relationship to the PARENT_INTERNAL_ORG_ID is valid from. This column is required by SAS Human Capital Management for the build of the WRKGRP table.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. The date and time which the INTERNAL_ORG_ID relationship to the PARENT_INTERNAL_ORG_ID is valid to.
ORDER_NO	NUMERIC(8)	Identifies the order in which the nodes should be listed for a given hierarchy level.
INTERNAL_ORG_ADK	VARCHAR(32)	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 113 INTERNAL_ORG_ASSOC_TYPE Table

Column Name	Data Type	Comment
INTERNAL_ORG_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table. This column is required by SAS Human Capital Management. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the INTERNAL_ORG_ASSOC_TYPE_CD is valid from. This column is required by SAS Human Capital Management.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the INTERNAL_ORG_ASSOC_TYPE_CD is valid to.
INTERNAL_ORG_ASSOC_TYPE_DESC	VARCHAR(255)	A description of the hierarchy.
INTERNAL_ORG_ADK	VARCHAR(32)	This column is not used.
DEFAULT_INTERNAL_ORG_RK	NUMERIC(10)	The INTERNAL_ORG_RK value from the INTERNAL_ORG table for the default member of an organization hierarchy.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 114 INTERNAL_ORG_NLS Table

Column Name	Data Type	Comment
INTERNAL_ORG_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ORGANIZATION_NM	VARCHAR(50)	Short name used to describe an internal organization in the associated language/locale.
ORGANIZATION_DESC	VARCHAR(255)	Long name used to describe an internal organization in the associated language/locale.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 115 ITEM_CATEGORY Table

Column Name	Data Type	Comment
ITEM_CATEGORY_CD	VARCHAR(3)	Unique code indicating item category. Can be user-defined or industry standard.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ITEM_CATEGORY_DESC	VARCHAR(255)	Text description for the unique item category code.
ROLL_UP_TO_PARENT_FLG	CHAR(1)	Identifies if this member's values rolls up into its parent.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 116 ITEM_CATEGORY_ASSOC Table

Column Name	Data Type	Comment
ITEM_CATEGORY_CD	VARCHAR(3)	Unique code indicating item category. Can be user-defined or industry standard.
PARENT_ITEM_CATEGORY_CD	VARCHAR(3)	Parent code used lower in the commodity-coding hierarchy.
ITEM_CATEGORY_ASSOC_TYPE_CD	VARCHAR(32)	Cross-reference element indicating association between category and type codes.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ORDER_NO	NUMERIC(8)	Identifies the order in which the members should be listed for a given hierarchy level.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 117 ITEM_CATEGORY_ASSOC_TYPE Table

Column Name	Data Type	Comment
ITEM_CATEGORY_ASSOC_TYPE_CD	VARCHAR(32)	Cross-reference element indicating association between category and type codes.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ITEM_CATEGORY_ASSOC_TYPE_DESC	VARCHAR(255)	Text description of the ITEM_CATEGORY_ASSOC_TYPE_CD.
DEFAULT_ITEM_CATEGORY_CD	VARCHAR(3)	Item Category Code that is identified as the default.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 118 JOB Table

Column Name	Data Type	Comment
JOB_CD	VARCHAR(10)	A code that represents a job within the company. This column is used for data validation in DDS jobs
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the job code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the job code is valid to.
ACTIVE_FLG	CHAR(1)	Flag to indicate whether the job is active or inactive.
JOB_TITLE_TXT	VARCHAR(100)	Title for the job.
JOB_GROUP_CD	VARCHAR(10)	Job group that this job belongs to.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 119 JOB_GROUP Table

Column Name	Data Type	Comment
JOB_GROUP_CD	VARCHAR(10)	Job group code. This is usually a grouping of jobs. It is usually associated with only one EEO category. This column is used for data validation in DDS jobs. This column is required for the build of the SAS Human Capital Management JOBS table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the job group code is valid from. This column is required for the build of the SAS Human Capital Management JOBS table.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the job group code is valid to.
JOB_GROUP_DESC	VARCHAR(255)	Description of the job group.
EEO_CLASS_CD	VARCHAR(10)	Standard EEO classification codes. EEO1 classifications are used for corporations and EEO4 classifications are used for government reporting at the federal, state and local levels.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 120 JOB_POSITION Table

Column Name	Data Type	Comment
POSITION_CD	VARCHAR(10)	A code that represents a position within the company. This column is used for data validation in DDS jobs. This column is required for the build of the SAS Human Capital Management POS table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the position code is valid from. This column is required for the build of the SAS Human Capital Management JOBS and POS tables.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the position code is valid to.
POSITION_TITLE_TXT	VARCHAR(100)	Title of the position.
OPEN_DT	DATE	Date on which the position was opened.
CLOSE_DT	DATE	Closing date for the position.
POSITION_STATUS_CD	VARCHAR(10)	Status of the position. For example: open, canceled, filled.
FLSA_STATUS_CD	VARCHAR(10)	Employee FLSA (Fair Labor Standards Act) status code. Can be the same as the exempt status code.
CANCELLATION_DT	DATE	Date that the position was canceled.
APPROVAL_DT	DATE	Date that the position was approved.
INTERNAL_ORG_RK	NUMERIC(10)	An INTERNAL_ORG_RK value from the INTERNAL_ORG table for the organization that has the position. This column should be populated with INTERNAL_ORG_ID in the stage table. The DDS job looks up the RK value.
PAY_LEVEL_CD	VARCHAR(20)	The pay level code that is associated with the position.
PAY_LEVEL_STRUCTURE_CD	VARCHAR(20)	Code used to join to the PAY_LEVEL table. It is a unique identifier of a PAY_LEVEL since the PAY_LEVEL column itself cannot be guaranteed to be unique. If the pay levels are unique, this column can be loaded with just the PAY_LEVEL.
PAY_FREQUENCY_CD	VARCHAR(3)	Unique code for a time frequency or time span. Defines the type of time frequency. For example: week, bi-weekly, month, year.
BENEFIT_PERCENT_NO	NUMERIC(9,4)	Benefit percent associated with the position. This column is not currently used.
EXEMPT_STATUS_CD	VARCHAR(10)	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt."
FTE_RT	NUMERIC(9,4)	Full-time equivalent rate associated with the position.
ALLOCATED_TO_COST_CENTER_RK	NUMERIC(10)	A COST_CENTER_RK value from the COST_CENTER table. If there is cost center data, the stage table should be populated with the cost center ID. The DDS job looks up the RK value. Requires job modifications when this column needs to be included in SAS Human Capital Management.
PERMANENCE_CD	VARCHAR(10)	A unique code to identify a position permanence status. For example, R=regular and T=temporary.
REQUISITION_COST_AMT	NUMERIC(10,2)	The cost of the position requisition.
CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar.
REQUISITION_NO	VARCHAR(10)	The requisition number for the position.
JOB_CD	VARCHAR(10)	Job code associated with this position. This column is used for data validation in DDS jobs. This column is required for the build of the SAS Human Capital Management JOBS table.
JOB_POSITION_ADK	VARCHAR(32)	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 121 JOB_X_COMPETENCY Table

Column Name	Data Type	Comment
JOB_CD	VARCHAR(10)	A code that represents a job within the company. Reference key used to establish the relationship of the JOB table to the COMPETENCY table. Since jobs are assigned a competency this links these together.
COMPETENCY_RK	NUMERIC(10)	Reference key of the competency associated with the COMPETENCY_WEIGHT_BOUNDS table row data.
WEIGHT_TYPE_CD	VARCHAR(10)	A code for a weight type. The COMPETENCY_WEIGHT_BOUNDS table can have multiple entries based on weight type. For example, there can be multiple rows representing a required bound, level of interest bound, or skill bound.
VALID_FROM_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the JOB_X_COMPETENCY table data is valid to.
COMPETENCY_ID	VARCHAR(32)	A competency code that is defined in the COMPETENCY table.
COMPETENCY_IMPORTANCE_VAL	VARCHAR(20)	Importance level for the competency associated with the job. Example: For a senior Java developer, Java is of high importance. For a manager, it might be of low importance.
NUMERIC_REQ_LEVEL_VAL	NUMERIC(15,2)	The numeric level required for the job. This is used as a numeric basis of comparison between the job and the employee holding the job. This column is populated when the measurements for the competency and employee are numeric.
NUMERIC_REQ_LEVEL_VAL_DESC	VARCHAR(255)	Description for the NUMERIC_REQ_LEVEL_VAL column.
STRING_REQ_LEVEL_VAL	VARCHAR(20)	The COMPETENCY table level required. This is used as a basis of comparison between the job and the employee holding the job. This column is populated when the measurements for the competency and employee are character.
STRING_REQ_LEVEL_VAL_DESC	VARCHAR(255)	Description for the STRING_REQ_LEVEL_VAL column.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 122 MARITAL_STATUS Table

Column Name	Data Type	Comment
MARITAL_STATUS_CD	VARCHAR(3)	Code used to define an employee's marital status. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the marital status code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the marital status code is valid to.
MARITAL_STATUS_DESC	VARCHAR(255)	Description of the marital status code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 123 MEASURE Table

Column Name	Data Type	Comment
MEASURE_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
MEASURE_NM	VARCHAR(50)	Name of the measure that is identified in MEASURE_RK.
MEASURE_DESC	VARCHAR(255)	Description of the measure that is identified in MEASURE_RK.
RESPONSIBLE_PARTY_NM	VARCHAR(50)	Name of the person who is responsible for the measure that is identified in MEASURE_RK.
DIRECTIVE_TXT	VARCHAR(255)	This column is not used.
CATEGORY_TXT	VARCHAR(32)	User-entered string to categorize the measure names.
SOURCE_SYSTEM_CD	VARCHAR(3)	A code that indicates how each record originated. The valid codes are defined in the SAS_SOURCE_SYSTEM table. If no code is specified in the staging table, then "ETL" is supplied automatically by the job that loads the DDS table.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 124 MILITARY_EXPERIENCE Table

Column Name	Data Type	Comment
EMPLOYEE_RK	NUMERIC(10)	An EMPLOYEE_RK value from the EMPLOYEE table.
MILITARY_EXPERIENCE_TYPE_CD	VARCHAR(10)	Military status or experience. Used to show an employee's military or veteran status.
MILITARY_EXPERIENCE_DT	DATE	Date that the military experience started.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 125 MILITARY_EXPERIENCE_TYPE Table

Column Name	Data Type	Comment
MILITARY_EXPERIENCE_TYPE_CD	VARCHAR(10)	Employee's military status or experience. Used to show military or veteran status. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the military experience type code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the military experience type code is valid to.
MILITARY_EXPERIENCE_DESC	VARCHAR(255)	Description of the military experience type code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 126 MISC_RATE Table

Column Name	Data Type	Comment
RATE_SET_RK	NUMERIC(10)	A RATE_SET_RK value from the MISC_RATE_SET table that identifies the rate set that a rate belongs to.
RATE_TYPE_CD	VARCHAR(32)	RATE_TYPE_CD from the MISC_RATE_TYPE table that identifies the type of rate.
RATE_SOURCE_CD	VARCHAR(3)	RATE_SOURCE_CD value from the RATE_SOURCE table that identifies the rates source.
GL_ACCOUNT_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
INTERNAL_ORG_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table, based upon the INTERNAL_ORG_ID value in the INTERNAL_ORG stage table. This column is used by a look-up in the DDS jobs. This column is required by SAS Human Capital Management for the build of the WRKGRP table.
CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar. This column is used for data validation in DDS ETL jobs.
COST_CENTER_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
PROFIT_CENTER_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
ITEM_CATEGORY_CD	VARCHAR(3)	Unique code indicating item category. Can be user-defined or industry standard.
TIME_PERIOD_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
RATE_VALUE	NUMERIC(14,2)	Numerical rate value used to translate the identified dimensional member crossing.
EFFECTIVE_FROM_DT	DATE	A date that is associated with the time period, such as the first day of the time period.
EFFECTIVE_TO_DT	DATE	A date that is associated with the time period, such as the last day of the time period. (This column is not currently used.)
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This timestamp is supplied by the job.

Table 127 MISC_RATE_SET Table

Column Name	Data Type	Comment
RATE_SET_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
LANGUAGE_CD	VARCHAR(3)	Code identifying the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
RATE_SET_NM	VARCHAR(50)	Name of the rate set that is identified in the RATE_SET_RK column.
RATE_SET_DESC	VARCHAR(255)	Description of the rate set that is identified in the RATE_SET_RK column.
RATE_SET_ID	VARCHAR(32)	Identifier for a rate set. It is provided as input to the job that loads the table. It might not be unique.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This timestamp is supplied by the job.

Table 128 MISC_RATE_TYPE Table

Column Name	Data Type	Comment
RATE_TYPE_CD	VARCHAR(32)	Unique code for a type of rate. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	Code identifying the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
RATE_TYPE_DESC	VARCHAR(255)	Names describing the types of rates.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or modified most recently by the job that loads the table. This timestamp is supplied by the job.

Table 129 ORG_TYPE Table

Column Name	Data Type	Comment
ORGANIZATION_TYPE_CD	VARCHAR(10)	Unique code for a type of organization. Examples include division, department, and subsidiary.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ORGANIZATION_TYPE_DESC	VARCHAR(255)	Names describing the types of organization. Examples include division, department, and subsidiary.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 130 OTHER_HONORS Table

Column Name	Data Type	Comment
OTHER_HONORS_CD	VARCHAR(10)	Code for an honor that a student can receive. Example: Phi Beta Kappa.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
OTHER_HONORS_DESC	VARCHAR(255)	Description of other honors.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 131 PAY_LEVEL Table

Column Name	Data Type	Comment
PAY_LEVEL_CD	VARCHAR(20)	A code that represents a pay level or a set of related pay levels. This column is used for data validation in DDS jobs.
PAY_LEVEL_STRUCTURE_CD	VARCHAR(20)	A unique code for a pay level. If PAY_LEVEL_CD is unique for each record, then PAY_LEVEL_STRUCTURE_CD and PAY_LEVEL_CD can be the same in every record. This column is required for the build of the SAS Human Capital Management GRADE table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English. Requires job modifications when this column needs to be included in SAS Human Capital Management.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the pay level code is valid from. This column is required for the build of the SAS Human Capital Management GRADE table.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the pay level code is valid to.
MINIMUM_AMT	NUMERIC(10,2)	Minimum amount for this pay range.
MIDPOINT_AMT	NUMERIC(10,2)	Midpoint amount of the pay range. This column might not apply to all pay levels.
MAXIMUM_AMT	NUMERIC(10,2)	Maximum amount for this pay range.
CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar.
PAY_FREQUENCY_CD	VARCHAR(3)	Indicates the pay frequency for the minimum, middle, and maximum amount columns. It is a unique code for a time frequency or time span. It defines the type of time frequency. For example: weekly, bi-weekly, monthly, and yearly.
PAY_LEVEL_DESC	VARCHAR(255)	Description of the pay level.
ACTIVE_FLG	CHAR(1)	Indicates whether the pay level is active or not.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 132 PAY_LEVEL_STRUCTURE Table

Column Name	Data Type	Comment
PAY_LEVEL_STRUCTURE_CD	VARCHAR(20)	Code used to join to the PAY_LEVEL table. It is a unique identifier of a pay level since the PAY_LEVEL column cannot be guaranteed to be unique. If the PAY_LEVEL values are unique, then this column can be loaded with the PAY_LEVEL values. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English. Requires job modifications when this column needs to be included in SAS Human Capital Management.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the pay level structure code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the pay level structure code is valid to.
PAY_LEVEL_STRUCTURE_DESC	VARCHAR(255)	Description of the pay level structure code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 133 PERIOD_TYPE Table

Column Name	Data Type	Comment
PERIOD_TYPE_CD	VARCHAR(3)	Unique code for a type of time period. Examples are YR, QTR, and MO.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
PERIOD_TYPE_DESC	VARCHAR(255)	Description of type of period. Examples are Year, Quarter, and Month.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 134 POSITION_PERMANENCE Table

Column Name	Data Type	Comment
PERMANENCE_CD	VARCHAR(10)	A unique code to identify a position permanence status. For example R=regular, T=temporary. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the permanence code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the permanence code is valid to.
PERMANENCE_DESC	VARCHAR(255)	Description of the permanence code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 135 POSITION_STATUS Table

Column Name	Data Type	Comment
POSITION_STATUS_CD	VARCHAR(10)	Status of the position. For example: open, canceled, filled. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the position status code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the position status code is valid to.
POSITION_STATUS_DESC	VARCHAR(255)	The description of the position status code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 136 PROFIT_CENTER Table

Column Name	Data Type	Comment
PROFIT_CENTER_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
PROFIT_CENTER_ID	VARCHAR(32)	Unique ID for a functional area within an organization, to which revenues and costs are assigned.
SOURCE_SYSTEM_CD	VARCHAR(3)	A code that indicates how each record originated. The valid codes are defined in the SAS_SOURCE_SYSTEM table. If no code is specified in the staging table, then "ETL" is supplied automatically by the job that loads the DDS table.
RESPONSIBLE_EMPLOYEE_RK	NUMERIC(10)	An EMPLOYEE_RK value from the EMPLOYEE table.
PROFIT_CENTER_NM	VARCHAR(50)	Short name for describing categories that identify the division of functional areas within an organization. These categories are typically nonphysical entities to which revenues and costs are assigned.
PROFIT_CENTER_DESC	VARCHAR(255)	Long name for describing categories that identify the division of functional areas within an organization. These categories are typically nonphysical entities to which revenues and costs are assigned.
PROFIT_CENTER_ADK	VARCHAR(32)	This column is not used.
ROLL_UP_TO_PARENT_FLG	CHAR(1)	Indicates whether this member's values roll up to its parent.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 137 PROFIT_CENTER_ASSOC Table

Column Name	Data Type	Comment
PROFIT_CENTER_RK	NUMERIC(10)	The PROFIT_CENTER_RK value from the PROFIT_CENTER table for the child in a parent-child relationship.
PARENT_PROFIT_CENTER_RK	NUMERIC(10)	The PROFIT_CENTER_RK value from the PROFIT_CENTER table for the parent in a parent-child relationship.
PROFIT_CENTER_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ORDER_NO	NUMERIC(8)	Identifies the order in which the nodes should be listed for a given hierarchy level.
PROFIT_CENTER_ADK	VARCHAR(32)	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 138 PROFIT_CENTER_ASSOC_TYPE Table

Column Name	Data Type	Comment
PROFIT_CENTER_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the hierarchies represented in the association table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
PROFIT_CENTER_ASSOC_TYPE_DESC	VARCHAR(255)	A description of the hierarchy.
PROFIT_CENTER_ADK	VARCHAR(32)	This column is not used.
DEFAULT_PROFIT_CENTER_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 139 PROFIT_CENTER_NLS Table

Column Name	Data Type	Comment
PROFIT_CENTER_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
PROFIT_CENTER_NM	VARCHAR(50)	Short name for describing categories that identify the division of functional areas within an organization of the associated language/locale. These categories are typically nonphysical entities to which revenues and costs are assigned.
PROFIT_CENTER_DESC	VARCHAR(255)	Long name for describing categories that identify the division of functional areas within an organization in the associated language/locale. These categories are typically nonphysical entities to which revenues and costs are assigned.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 140 RATE_SOURCE Table

Column Name	Data Type	Comment
RATE_SOURCE_CD	VARCHAR(3)	A code that represents various rate sources. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	Code identifying the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
RATE_SOURCE_DESC	VARCHAR(255)	Description of the rate source.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This timestamp is supplied by the job.

Table 141 RECRUITMENT_SOURCE Table

Column Name	Data Type	Comment
RECRUITMENT_SOURCE_CD	VARCHAR(10)	A code that represents various recruitment sources. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the recruitment source code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the recruitment source code is valid to.
RECRUITMENT_SOURCE_DESC	VARCHAR(255)	Description of the recruitment source.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 142 REJECTION_REASON Table

Column Name	Data Type	Comment
REJECTION_REASON_CD	VARCHAR(6)	A code that represents an employment application rejection reason. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the rejection reason code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the rejection reason code is valid to.
REJECTION_REASON_DESC	VARCHAR(255)	Description of the rejection reason code.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 143 RETAINED_EARN_ROLL_FWD_METHOD Table

Column Name	Data Type	Comment
RETAINED_EARN_ROLL_FWD_CD	VARCHAR(32)	A predefined code from the SAS_RETAINED_EARN_ROLL_FWD_CD staging table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
RETAINED_EARN_ROLL_FWD_DESC	VARCHAR(255)	Description of the roll-forward method that is identified in RETAINED_EARN_ROLL_FWD_CD.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 144 SASOP_DETAIL Table

Column Name	Data Type	Comment
INTERNAL_ORG_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table, based upon the INTERNAL_ORG_ID value in the INTERNAL_ORG stage table. This column is used by a look-up in the DDS jobs. This column is required by SAS Human Capital Management for the build of the WRKGRP table.
GL_ACCOUNT_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
ANALYSIS_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
CURRENCY_CD	VARCHAR(3)	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar. This column is used for data validation in DDS ETL jobs.
COST_CENTER_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
PROFIT_CENTER_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
ITEM_CATEGORY_CD	VARCHAR(3)	Unique code indicating item category. Can be user-defined or industry standard.
TIME_PERIOD_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
TRANSACTION_AMT	NUMERIC(14,2)	Amount or value of transaction. Use traditional debit or credit signs for values. Debit values are positive; credit values are negative.
TRANSACTION_AMT_YTD_FLG	CHAR(1)	Valid values are "Y" or "N". "Y" means to compute the period activity value by subtracting TRANSACTION_AMT for the previous period from TRANSACTION_AMT for the current period. "N" means to take TRANSACTION_AMT for the current period as the period activity value.
TRANSACTION_DT	DATE	Date of transaction record.
PROCESSED_DTTM	DATE	The timestamp for the last time a record was processed, typically by ETL load processing. The timestamp could also be updated when inter-ETL cycle modifications are made to a record.

Table 145 SCHOOL_DEPT Table

Column Name	Data Type	Comment
SCHOOL_DEPT_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the SCHOOL_DEPT table data is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the SCHOOL_DEPT table data is valid to.
SCHOOL_DEPT_ID	VARCHAR(32)	Business key for SCHOOL_DEPT table.
INTERNAL_ORG_RK	NUMERIC(10)	Reference key of the internal organization associated with the school department.
EXTERNAL_ORG_RK	NUMERIC(10)	Reference key of the external organization associated with the school department.
SCHOOL_OR_INSTITUTION_RK	NUMERIC(10)	Reference key of the school or institution associated with the school department.
SCHOOL_DEPT_NM	VARCHAR(40)	Name of the school department.
SCHOOL_DEPT_TYPE_CD	VARCHAR(10)	A department type code that is defined in the SCHOOL_DEPT_TYPE table.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 146 SCHOOL_DEPT_TYPE Table

Column Name	Data Type	Comment
SCHOOL_DEPT_TYPE_CD	VARCHAR(10)	A type code for a school department. Examples: "CS" for Computer Science, "PT" for Physical Therapy.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
SCHOOL_DEPT_TYPE_DESC	VARCHAR(255)	Description of the school department.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 147 SCHOOL_NAME_TYPE Table

Column Name	Data Type	Comment
SCHOOL_NAME_TYPE_CD	VARCHAR(10)	A code that is used to distinguish different types of educational institution. Example: "PU" for a public institution.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
SCHOOL_NAME_TYPE_DESC	VARCHAR(255)	Description of the school name type.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 148 SCHOOL_OR_INSTITUTION Table

Column Name	Data Type	Comment
SCHOOL_OR_INSTITUTION_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the SCHOOL_OR_INSTITUTION table data is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the SCHOOL_OR_INSTITUTION table data is valid to.
SCHOOL_OR_INSTITUTION_ID	VARCHAR(32)	Business key for school or institution.
INTERNAL_ORG_RK	NUMERIC(10)	Reference key of the internal organization associated with the school or institution.
EXTERNAL_ORG_RK	NUMERIC(10)	Reference key of the External Organization associated with the school or institution.
SCHOOL_TYPE_CD	VARCHAR(10)	Type code used to distinguish different types of educational institutions. Examples: community college, trade school, university.
SCHOOL_NM	VARCHAR(40)	Name of the educational institution.
SCHOOL_NAME_TYPE_CD	VARCHAR(10)	Type code to qualify the school name. Can be used as a broader level classification of the school or institution.
FICE_CD	VARCHAR(10)	A FICE code that is defined in the FICE table.
INTERNET_DOMAIN_NM	VARCHAR(40)	A domain name intended as a practical identifier for the organization, typically used for web and email. Not intended as a Web address (URL). Examples: microsoft.com, bund.de, google.com.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 149 SCHOOL_TYPE Table

Column Name	Data Type	Comment
SCHOOL_TYPE_CD	VARCHAR(10)	A code used to distinguish different types of educational institutions. Examples: community college, trade school, university.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
SCHOOL_TYPE_DESC	VARCHAR(255)	Description of the school type.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 150 SOURCE_GL_ACCOUNT Table

Column Name	Data Type	Comment
SOURCE_GL_ACCOUNT_RK	NUMERIC(10)	An ACCOUNT_RK value from the GL_ACCOUNT table for a Retained Earnings or CTA account.
GL_ACCOUNT_RK	NUMERIC(10)	An ACCOUNT_RK value from the GL_ACCOUNT table for an account that provides input to the computation of the value of the account that is identified in the APP_SOURCE_ACCOUNT_RK column.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
GL_ACCOUNT_ADK	VARCHAR(32)	This column is not used.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 151 SOURCE_SYSTEM Table

Column Name	Data Type	Comment
SOURCE_SYSTEM_CD	VARCHAR(3)	A valid source system code from the SAS_SOURCE_SYSTEM table. These codes are used in the SOURCE_SYSTEM_CD columns of other tables to indicate how the records in those tables originated. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the source system code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the source system code is valid to.
SOURCE_SYSTEM_DESC	VARCHAR(255)	Description of the source system.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 152 SPECIAL_REF_COMP Table

Column Name	Data Type	Comment
SPECIAL_REF_COMP_CD	VARCHAR(10)	Special reference for a competency code.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
SPECIAL_REF_COMP_DESC	VARCHAR(255)	Description of the special reference competency.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 153 STATE_REGION Table

Column Name	Data Type	Comment
STATE_REGION_CD	VARCHAR(10)	Unique code for a state or region. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the state region code is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the state region code is valid to.
STATE_REGION_NM	VARCHAR(50)	Name describing states or regions. Examples are Alaska, Alabama, and Midwest.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 154 TAXONOMY Table

Column Name	Data Type	Comment
TAXONOMY_CD	VARCHAR(10)	A code assigned to a competency that is used to associate it for comparison with other competencies internally or externally.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
TAXONOMY_DESC	VARCHAR(255)	Description of the taxonomy.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 155 TAXONOMY_CATALOG Table

Column Name	Data Type	Comment
TAXONOMY_CATALOG_CD	VARCHAR(10)	Code for the taxonomy catalog. If the taxonomy is identified within a catalog, this identifies the catalog.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
TAXONOMY_CATALOG_DESC	VARCHAR(255)	Description of the taxonomy catalog.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 156 TAXONOMY_COMP_CLASS Table

Column Name	Data Type	Comment
TAXONOMY_COMP_CLASS_CD	VARCHAR(10)	Code for the taxonomy competency class used to classify competencies within a higher level classification.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
TAXONOMY_COMP_CLASS_DESC	VARCHAR(255)	Description of the taxonomy competency class.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 157 TAXONOMY_SOURCE Table

Column Name	Data Type	Comment
TAXONOMY_SOURCE_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid. This is the date and time that the TAXONOMY_SOURCE table data is valid from.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid. This is the date and time that the TAXONOMY_SOURCE table data is valid to.
TAXONOMY_SOURCE_ID	VARCHAR(32)	Business key for taxonomy source.
TAXONOMY_CD	VARCHAR(10)	A taxonomy code that is defined in the TAXONOMY table.
TAXONOMY_OWNER_NM	VARCHAR(40)	Owner name for the taxonomy source.
TAXONOMY_DESC	VARCHAR(255)	Description of the taxonomy source.
TAXONOMY_COMP_CLASS_CD	VARCHAR(10)	A broad class code used to identify the taxonomy source.
TAXONOMY_CATALOG_CD	VARCHAR(10)	Catalog code for the taxonomy source.
TAXONOMY_IMPORTANCE_VAL	VARCHAR(20)	Importance value for the taxonomy source. Multiple taxonomies can be used for comparing a competency. This column contains a rating of importance for this source.
TAXONOMY_LEVEL_VAL	VARCHAR(20)	Level value for the taxonomy source.
TAXONOMY_SCALE_VAL	VARCHAR(20)	Scale value for the taxonomy source.
TAXONOMY_SPECIAL_REF_COMP_CD	VARCHAR(10)	Special reference code for the taxonomy source.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 158 TAXONOMY_SPECIAL_REF_COMP Table

Column Name	Data Type	Comment
TAXONOMY_SPECIAL_REF_COMP_CD	VARCHAR(10)	Special reference code for the taxonomy source.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
TAXONOMY_SPECIAL_REF_COMP_DESC	VARCHAR(255)	Description of the special reference competency for the taxonomy.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 159 TIME_FREQUENCY Table

Column Name	Data Type	Comment
TIME_FREQUENCY_CD	VARCHAR(3)	Unique code for a time frequency or time span. Defines the type of time frequency. For example: week, bi-weekly, month, year. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
TIME_FREQUENCY_DESC	VARCHAR(255)	A description of the time frequency or time span.
HOURS_PER_PERIOD_QTY	NUMERIC(9,4)	Number of hours associated with the time frequency code. For example, a time frequency code of WEEK represents 168 hours.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 160 TIME_PERIOD Table

Column Name	Data Type	Comment
TIME_PERIOD_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
SOURCE_SYSTEM_CD	VARCHAR(3)	A code that indicates how each record originated. The valid codes are defined in the SAS_SOURCE_SYSTEM table. If no code is specified in the staging table, then "ETL" is supplied automatically by the job that loads the DDS table.
TIME_PERIOD_ID	VARCHAR(32)	Unique ID for a time period. Examples include AllYears, YR2002, 1stQtr2002, and Jan2002.
TIME_PERIOD_NM	VARCHAR(50)	Short name describing a time period.
TIME_PERIOD_DESC	VARCHAR(255)	Long name describing a time period.
PERIOD_TYPE_CD	VARCHAR(3)	A PERIOD_TYPE_CD value from the PERIOD_TYPE table.
START_DTTM	DATE	Actual start date represented by the time period ID.
END_DTTM	DATE	Actual end date represented by the time period ID.
TIME_PERIOD_ADK	VARCHAR(32)	This column is not used.
ROLL_UP_TO_PARENT_FLG	CHAR(1)	Identifies if this member's values rolls up into its parent.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 161 TIME_PERIOD_ASSOC Table

Column Name	Data Type	Comment
TIME_PERIOD_RK	NUMERIC(10)	The TIME_PERIOD_RK value from the TIME_PERIOD table for the child in a parent-child relationship.
PARENT_TIME_PERIOD_RK	NUMERIC(10)	The TIME_PERIOD_RK value from the TIME_PERIOD table for the parent in a parent-child relationship.
TIME_PERIOD_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the types of hierarchies represented in the association table.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
ORDER_NO	NUMERIC(8)	Identifies the order in which the nodes should be listed for a given hierarchy level.
TIME_PERIOD_ADK	VARCHAR(32)	This column is not used.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 162 TIME_PERIOD_ASSOC_TYPE Table

Column Name	Data Type	Comment
TIME_PERIOD_ASSOC_TYPE_CD	VARCHAR(32)	Code used to identify the types of hierarchies represented in the association table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
TIME_PERIOD_ASSOC_TYPE_DESC	VARCHAR(255)	Time Period Association Type name used to describe the code used to identify the types of hierarchies represented in the association table.
TIME_PERIOD_ADK	VARCHAR(32)	This column is not used.
DEFAULT_TIME_PERIOD_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 163 TIME_PERIOD_NLS Table

Column Name	Data Type	Comment
TIME_PERIOD_RK	NUMERIC(10)	Surrogate integer-valued key that is generated by the job that loads the table.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
TIME_PERIOD_NM	VARCHAR(50)	Short name describing a time period in the associated language/locale.
TIME_PERIOD_DESC	VARCHAR(255)	Long name describing a time period in the associated language/locale.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 164 TIME_UNIT_OF_MEASURE Table

Column Name	Data Type	Comment
TIME_UOM_CD	VARCHAR(3)	Unique code for a type of unit of measure. This column is used for data validation in DDS jobs.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	The moment that ends the period of time during which a row of data is valid.
TIME_UOM_DESC	VARCHAR(255)	Name describing units of measure.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.

Table 165 WEIGHT_TYPE Table

Column Name	Data Type	Comment
WEIGHT_TYPE_CD	VARCHAR(10)	A code for a type of weighting that is used for measurement. Examples: "LOI" for level of interest, "REQ" for required, "SKL" for skill.
LANGUAGE_CD	VARCHAR(3)	A code that identifies the language/locale for names and descriptions. The code must be defined in the CODE_LANGUAGE table. An example is "en" for English.
VALID_FROM_DTTM	DATE	The moment that begins the period of time during which a row of data is valid.
VALID_TO_DTTM	DATE	Standard dates used for versioning. The row content is valid within the time range specified by from and to dates. For a given identifier, versions of its rows are distinguished by different nonoverlapping from and to date ranges.
WEIGHT_TYPE_DESC	VARCHAR(255)	Description of the weight type.
PROCESSED_DTTM	DATE	The moment at which a row of data was created or most recently modified by the job that loads the table. This time stamp is supplied by the job.
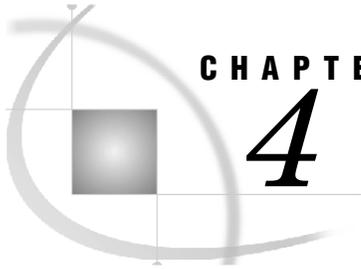
More Information on DDS Tables

The following table contains a variety of information about the DDS tables for which there are table-loading jobs. The information provided for each table includes the sequence number of the associated job, the key columns, and any look-up or validation dependencies on other tables.

Table 166 More Information on DDS Tables

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
1		COUNTRY	100100	N/A		COUNTRY_CD LANGUAGE_CD	COUNTRY_CD, LANGUAGE_CD, VALID_FROM_DTTM	yes	All	SAS_COUNTRY_ISO3166	This table contains a list of unique two-character country codes as defined by ISO 3166 standard. Validation for the LANGUAGE_CD column goes to the SAS-supplied language table and the ISO code. This table is used to build the HCM formats.	HCM formats catalog Required
2		CODE_LANGUAGE	100200	COUNTRY		LANGUAGE_CD	LANGUAGE_CD, VALID_FROM_DTTM	yes	All	SAS_LANGUAGE_ISO0639		Required
3		APP_FORMULA_TYPE	100300	CODE_LANGUAGE	N/A	FORMULA_TYPE_CD LANGUAGE_CD	FORMULA_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM (Index) FORMULA_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)		FM			
4		DIMENSION_TYPE	100400	CODE_LANGUAGE		LANGUAGE_CD DIMENSION_TYPE_CD	DIMENSION_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM (Index) DIMENSION_TYPE_RK, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)	yes	FM, HCM	SAS_DIMENSION_TYPE	Each row of this table defines a dimension type.	Required to load the Internal Org into the Solutions Data Mart
5		PERIOD_TYPE	100500	CODE_LANGUAGE		PERIOD_TYPE_CD LANGUAGE_CD	PERIOD_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM	yes	FM	SAS_PERIOD_TYPE		
6		SOURCE_SYSTEM	100600	CODE_LANGUAGE		LANGUAGE_CD SOURCE_SYSTEM_CD	SOURCE_SYSTEM_CD, LANGUAGE_CD, VALID_FROM_DTTM	yes	FM	SAS_SOURCE_SYSTEM		
7		TIME_FREQUENCY	100700	CODE_LANGUAGE		LANGUAGE_CD TIME_FREQUENCY_CD	TIME_FREQUENCY_CD, LANGUAGE_CD, VALID_FROM_DTTM					
8		ABSENCE_TYPE	100800	CODE_LANGUAGE		ABSENCE_TYPE_CD LANGUAGE_CD	ABSENCE_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM		The types of absence that an employee can take are defined in this table. Examples are sickness, vacation, disability, family leave, and bereavement. This table is used to build the HCM formats.	HCM formats catalog

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
9		ACTION_REASON	100900	CODE_LANG UAGE		EMPLOYEE_ACTI ON_REASON_ CD LANGUAGE_CD	EMPLOYEE_ACTION_REAS ON_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM		This table describes the reason for a specific action associated with an employee. This table is used to build the HCM formats.	HCM formats catalog HCM Acthist Table
10		ACTION_TYPE	101000	CODE_LANG UAGE		ACTION_TYPE_CD LANGUAGE_CD	ACTION_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM		This table defines the type of employee action, such as pay increase, probation, or suspension. This table is used to build the HCM formats.	HCM formats catalog
11		ADDRESS_TYPE	101100	CODE_LANG UAGE		ADDRESS_TYPE_ CD LANGUAGE_CD	ADDRESS_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			
12		APP_DIMENSION	101200	CODE_LANG UAGE			APP_DIM_ADK, LANGUAGE_CD, VALID_FROM_DTTM (Index) APP_DIM_ADK, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)		FM			
13		APP_PROPERTY	101300	CODE_LANG UAGE			PROPERTY_CD, LANGUAGE_CD, VALID_FROM_DTTM (Index) PROPERTY_CD, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)		FM			
14		APP_MEMBER_PRO PERTY_MAP	101400	DIMENSION_ TYPE APP_PROPE RTY		DIMENSION_TYP E_CD DDS_TABLE_NM DDS_COLUMN_N M	DIMENSION_TYPE_CD, DDS_TABLE_NM, DDS_COLUMN_NM, PROPERTY_CD, VALID_FROM_DTTM (Index) DIMENSION_TYPE_CD, DDS_TABLE_NM, DDS_COLUMN_NM, PROPERTY_CD, VALID_FROM_DTTM (Prim_Key)		FM			
15		APP_SELECTION_S ET	101500	N/A		SELECTION_SET_ ID	SELECTION_SET_ID, VALID_FROM_DTTM (Index) SELECTION_SET_RK, VALID_FROM_DTTM (Prim_Key)		FM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
16		APP_SELECTION_S ET_NLS	101600	CODE_LANG UAGE APP_SELECT ION_SET			SELECTION_SET_ID, LANGUAGE_CD, VALID_FROM_DTTM (Index) SELECTION_SET_RK, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)		FM			
17		APP_MBR_SELECTI ON_RULES	101700	APP_SELECT ION_SET			SELECTION_SET_ID, SOURCE_APP_DIM_ID, SOURCE_MEMBER_ID, TARGET_APP_DIM_ID, TARGET_MEMBER_ID (Index) SELECTION_SET_RK, SOURCE_APP_DIM_ID, SOURCE_MEMBER_ID, TARGET_APP_DIM_ID, TARGET_MEMBER_ID (Prim_Key)		FM			
18		APP_SCHEMA	101800	N/A		SCHEMA_ID	SCHEMA_ID, VALID_FROM_DTTM (Index) SCHEMA_RK, VALID_FROM_DTTM (Prim_Key)					
19		APP_SCHEMA_NLS	101830	CODE_LANG UAGE	SCHEMA_RK (APP_SCHEMA)		SCHEMA_ID, LANGUAGE_CD, VALID_FROM_DTTM (Index) SCHEMA_RK, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)					
20		APPLICATION_STA TUS	101900	CODE_LANG UAGE		APPLICATION_ST ATUS_CD LANGUAGE_CD	APPLICATION_STATUS_CD , LANGUAGE_CD, VALID_FROM_DTTM (Index) APPLICATION_STATUS_CD , LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)		HCM		This table contains status codes for employment applications. This table is used to build the HCM formats.	HCM formats catalog
21		COMPENSATION_T YPE	102100	CODE_LANG UAGE		LANGUAGE_CD COMPENSATION_ TYPE_CD	COMPENSATION_TYPE_C D, LANGUAGE_CD, VALID_FROM_DTTM (Index) COMPENSATION_TYPE_C D, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)		HCM		This table defines types of additional compensation, such as commissions or bonuses. This table is used to build the HCM formats.	

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
22		CONTACT_ROLE	102200	CODE_LANG UAGE		CONTACT_ROLE_ CD LANGUAGE_CD	CONTACT_ROLE_CD, LANGUAGE_CD, VALID_FROM_DTTM (Index) CONTACT_ROLE_CD, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)					
23		COUNTY	102300	CODE_LANG UAGE		STATE_REGION_C D COUNTY_NM LANGUAGE_CD	STATE_REGION_CD, COUNTY_NM, LANGUAGE_CD, VALID_FROM_DTTM		HCM		This table contains codes that identify counties in a state or region.	HCM formats catalog
24		CURRENCY	102400	CODE_LANG UAGE		CURRENCY_CD LANGUAGE_CD	CURRENCY_CD, LANGUAGE_CD, VALID_FROM_DTTM	yes	FM, HCM	SAS_CURRE NCY		
25		CURRENCY_ASSOC _TYPE	102410	CODE_LANG UAGE	CURRENCY		CURRENCY_ASSOC_TYPE_ CD, LANGUAGE_CD, VALID_FROM_DTTM		FM			
26		CURRENCY_ASSOC	102420	CURRENCY_ ASSOC_TYPE	CURRENCY_AS SOC_TYPE_CD	CURRENCY_ASSO C_TYPE_CD CURRENCY_CD PARENT_CURREN CY_CD	CURRENCY_CD, PARENT_CURRENCY_CD, CURRENCY_ASSOC_TYPE_ CD, VALID_FROM_DTTM		FM			
27		CURRENCY_EXCH_ RATE_SET	102500	CODE_LANG UAGE		EXCHANGE_RATE _SET_ID LANGUAGE_CD	EXCHANGE_RATE_SET_ID, LANGUAGE_CD, VALID_FROM_DTTM (Index) EXCHANGE_RATE_SET_RK , LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)		FM			
28		CURRENCY_EXCH_ RATE_SRC	102600	CODE_LANG UAGE		LANGUAGE_CD EXCHANGE_RATE _SRC_CD	EXCHANGE_RATE_SOURC E_CD, LANGUAGE_CD, VALID_FROM_DTTM (Index) EXCHANGE_RATE_SOURC E_CD, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)		FM			
29		CURRENCY_EXCH_ RATE_TYPE	102700	CODE_LANG UAGE		EXCHANGE_RATE _TYPE_CD LANGUAGE_CD	EXCHANGE_RATE_TYPE_C D, LANGUAGE_CD, VALID_FROM_DTTM	yes	FM	SAS_CURRE NCY_EXCH_ RATE_TYPE		
30		RATE_SOURCE	102720	CODE_LANG UAGE		RATE_SOURCE_C D LANGUAGE_CD	RATE_SOURCE_CD, LANGUAGE_CD, VALID_FROM_DTTM		FM		This table contains codes that identify the sources from which you extract numerical rates.	
31		MISC_RATE_TYPE	102730	CODE_LANG UAGE		RATE_TYPE_CD LANGUAGE_CD	RATE_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		FM		This table contains codes that identify rate types.	

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
32		EDUCATION_LEVEL	102800	CODE_LANGUAGE		EDUCATION_LEVEL_CD LANGUAGE_CD	EDUCATION_LEVEL_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM		This table defines the employee's level of education.	
33		EEO_CLASS	102900	CODE_LANGUAGE		EEO_CLASS_CD LANGUAGE_CD	EEO_CLASS_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM		This table contains the standard EEO classification codes. EEO1 classifications are used for corporations and EEO4 classifications are used for government reporting at the federal, state, and local level. This table is used to build the HCM formats.	
34		EMPLOYEE_INVOLVEMENT_TYPE	103000	CODE_LANGUAGE		EMPLOYEE_INVOLVEMENT_TYPE_CD	EMPLOYEE_INVOLVEMENT_TYPE_ CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM		Optional HCM 5.1 table.	
35		EMPLOYEE_STATUS	103100	CODE_LANGUAGE		LANGUAGE_CD EMLOYEE_STATUS_CD	EMPLOYEE_STATUS_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM		This table defines the employment status of an employee. For example: active, terminated, inactive. This table is used to build the HCM formats.	
36		EMPLOYEE_TYPE	103200	CODE_LANGUAGE		LANGUAGE_CD EMPLOYEE_TYPE_CD	EMPLOYEE_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM		This table contains unique codes to indicate an employee's employment type. This table is used to build the HCM formats.	HCM formats catalog
37		EMPLOYEE_UNION	103300	CODE_LANGUAGE		UNION_CD LANGUAGE_CD	UNION_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM		This table contains codes for labor unions. This table is used to build the HCM formats.	
38		ETHNICITY	103400	CODE_LANGUAGE		LANGUAGE_CD ETHNICITY_CD	ETHNICITY_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM		This table is used to define an individual's ethnic origin. This table is used to build the HCM formats.	HCM formats catalog

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
39		EXEMPT_STATUS	103500	CODE_LANGUAGE		LANGUAGE_CD EXEMPT_STATUS _CD	EXEMPT_STATUS_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM		This table defines a position as "exempt" or "non-exempt." An exempt position is a management, administrative, or professional posiiton in which an employee works without close supervision. Such employees are exempt from coverage under the Fair Labor Standards Act. This table is used to build the HCM formats.	HCM formats catalog
40		FLSA_STATUS	103600	CODE_LANGUAGE		FLSA_STATUS_CD LANGUAGE_CD	FLSA_STATUS_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM		This table defines the Employee FLSA (Fair Labor Standards Act) status. The FLSA status might be the same as the exempt status. This table is used to build the HCM formats.	HCM formats catalog
41		GENDER	103700	CODE_LANGUAGE		LANGUAGE_CD GENDER_CD	GENDER_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM		This table defines the codes for gender. This table is used to build the HCM formats.	HCM formats catalog
42		GL_ACCOUNT_TYPE	103800	CODE_LANGUAGE		GL_ACCOUNT_TYPE_CD LANGUAGE_CD	GL_ACCOUNT_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM	yes	FM	SAS_GL_ACCOUNT_TYPE		
43		GL_NORMAL_BAL	103900	CODE_LANGUAGE		LANGUAGE_CD NORMAL_BALANCE_CD	NORMAL_BALANCE_CD, LANGUAGE_CD, VALID_FROM_DTTM	yes	FM	SAS_GL_NORMAL_BALANCE		
44		INDUSTRY	104000	CODE_LANGUAGE		LANGUAGE_CD INDUSTRY_CD	INDUSTRY_CD, LANGUAGE_CD, VALID_FROM_DTTM					
45		JOB_GROUP	104100	EEO_CLASS		JOB_GROUP_CD	JOB_GROUP_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			
46		JOB	104200	JOB_GROUP		JOB_CD	JOB_CD, VALID_FROM_DTTM		HCM		This table contains the various jobs that the company has. HCM uses this table for loading the jobs table.	
47		MARITAL_STATUS	104300	CODE_LANGUAGE		LANGUAGE_CD MARITAL_STATUS_CD	MARITAL_STATUS_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
48		MILITARY_EXPERIENCE_TYPE	104400	CODE_LANGUAGE		LANGUAGE_CD MILITARY_EXPERIENCE_TYPE_ CD	MILITARY_EXPERIENCE_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			
49		MEASURE	104500	CODE_LANGUAGE SOURCE_SYSTEM (SOURCE_SYSTEM_CD)		MEASURE_NM LANGUAGE_CD	MEASURE_NM, LANGUAGE_CD, VALID_FROM_DTTM (Index) MEASURE_RK, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)	yes	HCM, SPM	SAS_MEASURE		
50		ORG_TYPE	104600	CODE_LANGUAGE		LANGUAGE_CD ORGANIZATION_TYPE_CD	ORGANIZATION_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM					
51		PAY_LEVEL_STRUCTURE	104700	CODE_LANGUAGE		LANGUAGE_CD PAY_LEVEL_STRUCTURE_CD	PAY_LEVEL_STRUCTURE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			
52		PAY_LEVEL	104800	CODE_LANGUAGE TIME_FREQUENCY (TIME_FREQUENCY_CD) PAY_LEVEL_STRUCTURE (PAY_LEVEL_STRUCTURE_CD) CURRENCY (CURRENCY_CD)		PAY_LEVEL_STRUCTURE_CD PAY_LEVEL_CD LANGUAGE_CD	PAY_LEVEL_CD, PAY_LEVEL_STRUCTURE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			
53		POSITION_PERMANENCE	104900	CODE_LANGUAGE		LANGUAGE_CD PERMANENCE_CD	PERMANENCE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			
54		POSITION_STATUS	105000	CODE_LANGUAGE		LANGUAGE_CD POSITION_STATUS_CD	POSITION_STATUS_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			
55		RECRUITMENT_SOURCE	105100	CODE_LANGUAGE		RECRUITMENT_SOURCE_CD	RECRUITMENT_SOURCE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			
56		REJECTION_REASON	105200	CODE_LANGUAGE		LANGUAGE_CD REJECTION_REASON_CD	REJECTION_REASON_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			
57		RETAINED_EARN_ROLL_FWD_METHOD	105300	CODE_LANGUAGE		LANGUAGE_CD RETAINED_EARN_ROLL_FWD_ CD	RETAINED_EARN_ROLL_FWD_CD, LANGUAGE_CD, VALID_FROM_DTTM	yes	FM	SAS_RETAINED_EARN_ROLL_FWD_METH		
58		STATE_REGION	105400	CODE_LANGUAGE		LANGUAGE_CD STATE_REGION_CD	STATE_REGION_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			
59		TIME_UNIT_OF_M	105600	CODE_LANG		LANGUAGE_CD	TIME_UOM_CD,					

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
		EASURE		UAGE		TIME_UOM_CD	LANGUAGE_CD, VALID_FROM_DTTM					
60		ITEM_CATEGORY	105700	CODE_LANG UAGE		LANGUAGE_CD ITEM_CATEGORY _CD	ITEM_CATEGORY_CD, LANGUAGE_CD, VALID_FROM_DTTM					
61		ITEM_CATEGORY_ ASSOC_TYPE	105710	CODE_LANG UAGE		LANGUAGE_CD ITEM_CATEGORY _ASSOC_TYP E_CD	ITEM_CATEGORY_ASSOC_ TYPE_C D, LANGUAGE_CD, VALID_FROM_DTTM					
62		ITEM_CATEGORY_ ASSOC	105720	ITEM_CATE GORY_ASSO C_TYPE (ITEM_CATE GORY_ASSO C_TYPE_ CD) ITEM_CATE GORY (ITEM_CATE GORY_CD) ITEM_CATE GORY (PARENT_IT EM_CATEGO RY_CD = ITEM_CATE GORY_CD)		ITEM_CATEGORY _CD PARENT_ITEM_C ATEGORY_CD ITEM_CATEGORY _ASSOC_TYP E_CD	ITEM_CATEGORY_CD, PARENT_ITEM_CATEGORY _CD, ITEM_CATEGORY_ASSOC_ TYPE_C D, VALID_FROM_DTTM					
63		TIME_PERIOD	105800	SOURCE_SY STEM (SOURCE_SY STEM_CD) PERIOD_TYP E (PERIOD_TY PE_CD)		TIME_PERIOD_ID	TIME_PERIOD_ID, VALID_FROM_DTTM (Index) TIME_PERIOD_RK, VALID_FROM_DTTM (Prim_Key)		FM. HCM			
64		TIME_PERIOD_ASS OC_TYPE	105810	CODE_LANG UAGE	TIME_PERIOD (DEFAULT_TIM E_PERIOD_ID = DEFAULT_TIM E_PERIOD_RK)	LANGUAGE_CD TIME_PERIOD_AS SOC_TYPE_C D	TIME_PERIOD_ASSOC_TYP E_CD, LANGUAGE_CD, VALID_FROM_DTTM		FM, HCM			
65		TIME_PERIOD_ASS OC	105820	TIME_PERIO D_ASSOC_TY PE (TIME_PERI OD_ASSOC_T YPE_CD)	TIME_PERIOD (TIME_PERIOD _ID = TIME_PERIOD_ RK) TIME_PERIOD (PARENT_TIME _PERIOD_ID = PARENT_TIME_ PERIOD_RK)	TIME_PERIOD_RK PARENT_TIME_P ERIOD_RK TIME_PERIOD_AS SOC_TYPE_C D	TIME_PERIOD_ID, PARENT_TIME_PERIOD_ID , TIME_PERIOD_ASSOC_TYP E_CD, VALID_FROM_DTTM (Index) TIME_PERIOD_RK, PARENT_TIME_PERIOD_R K, TIME_PERIOD_ASSOC_TYP E_CD, VALID_FROM_DTTM (Prim_Key)		FM, HCM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
66		TIME_PERIOD_NLS	105830	CODE_LANGUAGE	TIME_PERIOD (TIME_PERIOD_ID = TIME_PERIOD_RK)		TIME_PERIOD_ID, LANGUAGE_CD, VALID_FROM_DTTM (Index) TIME_PERIOD_RK, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)		FM			
67		EMPLOYEE	106000	COUNTY (COUNTY_NM) ETHNICITY (ETHNICITY_CD) COUNTRY (COUNTRY_CD) GENDER (GENDER_CD) CODE_LANGUAGE (PRIMARY_LANGUAGE_CD = LANGUAGE_CD) STATE_REGION (STATE_REGION_CD) MARITAL_STATUS (MARITAL_STATUS_CD) COUNTRY (CITIZENSHIP_COUNTRY_CD = COUNTRY_CD) POSITION_PERMANENCE (PERMANENCE_CD)		EMPLOYEE_ID	EMPLOYEE_ID, VALID_FROM_DTTM (Index) EMPLOYEE_RK, VALID_FROM_DTTM (Prim_Key)		HCM		This table contains current and historical information about employees. HCM uses this table to load the wrkgrp, empgen, abshist, acthist, apphist, comphist and pos tables.	
68		COST_CENTER	106100	SOURCE_SYSTEM (SOURCE_SYSTEM_CD)	EMPLOYEE (RESPONSIBLE_EMPLOYEE_ID = RESPONSIBLE_EMPLOYEE_RK)	COST_CENTER_ID	COST_CENTER_ID, VALID_FROM_DTTM (Index) COST_CENTER_RK, VALID_FROM_DTTM (Prim_Key)					

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
69		COST_CENTER_AS SOC_TYPE	106110	CODE_LANG UAGE	COST_CENTER (DEFAULT_COS T_CENTER_ID = DEFAULT_COS T_CENTER_RK)	LANGUAGE_CD COST_CENTER_A SSOC_TYPE_CD	COST_CENTER_ASSOC_TY PE_CD, LANGUAGE_CD, VALID_FROM_DTTM (Index) COST_CENTER_ASSOC_TY PE_CD, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)					
70		COST_CENTER_AS SOC	106120	COST_CENT ER_ASSOC_T YPE (COST_CENT ER_ASSOC_T YPE_CD)	COST_CENTER (COST_CENTER _ID = COST_CENTER _RK) COST_CENTER (PARENT_COST _CENTER_ID = PARENT_COST _CENTER_RK)	COST_CENTER_R K PARENT_COST_C ENTER_RK COST_CENTER_A SSOC_TYPE_ CD	COST_CENTER_ID, PARENT_COST_CENTER_I D, COST_CENTER_ASSOC_TY PE_CD, VALID_FROM_DTTM (Index) COST_CENTER_RK, PARENT_COST_CENTER_R K, COST_CENTER_ASSOC_TY PE_CD, VALID_FROM_DTTM (Prim_Key)					
71		COST_CENTER_NL S	106130	CODE_LANG UAGE	COST_CENTER (COST_CENTER _ID = COST_CENTER _RK	COST_CENTER_R K LANGUAGE_CD	COST_CENTER_ID, LANGUAGE_CD, VALID_FROM_DTTM (Index) COST_CENTER_RK, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)					
72		INTERNAL_ORG	106200	CURRENCY (BOOK_OF_R ECORD_CUR RENCY_ CD) COUNTRY (COUNTRY_C D) COUNTY (COUNTY_N M) STATE_REGI ON (STATE_REG ION_CD) ORG_TYPE (ORGANIZAT ION_TYPE_C D) CURRENCY (REPORTING _CURRENCY _CD)	EMPLOYEE (MANAGING_E MPLOYEE_ID = MANAGING_E MPLOYEE_RK) COST_CENTER (COST_CENTER _ID = COST_CENTER _RK)	INTERNAL_ORG_I D	INTERNAL_ORG_ID, VALID_FROM_DTTM (Index) INTERNAL_ORG_RK, VALID_FROM_DTTM (Prim_Key)		FM, HCM		This table defines organizations that are part of your enterprise. Some examples are departments, divisions, and subsidiaries. Compare EXTERNAL_ORG. HCM uses this table to load the wrkgrp, acthist and pos tables.	HCM EDUHIST Table

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
73		INTERNAL_ORG_ASSOC_TYPE	106210	CODE_LANGUAGE	INTERNAL_ORG (DEFAULT_INTERNAL_ORG_ID = DEFAULT_INTERNAL_ORG_RK)	LANGUAGE_CD INTERNAL_ORG_ASSOC_TYPE_CD	INTERNAL_ORG_ASSOC_TYPE_C D, LANGUAGE_CD, VALID_FROM_DTTM		FM, HCM		This Association Type table is used to list codes that identify the types of hierarchies represented in the association table.	
74		INTERNAL_ORG_ASSOC	106220	INTERNAL_ORG_ASSOC_TYPE (INTERNAL_ORG_ASSOC_TYPE_C D)	INTERNAL_ORG (INTERNAL_ORG_ID = INTERNAL_ORG_RK) INTERNAL_ORG (PARENT_INTERNAL_ORG_ID = PARENT_INTERNAL_ORG_RK)	INTERNAL_ORG_RK PARENT_INTERNAL_ORG_RK INTERNAL_ORG_ASSOC_TYPE_CD	INTERNAL_ORG_ID, PARENT_INTERNAL_ORG_ID, INTERNAL_ORG_ASSOC_TYPE_C D, VALID_FROM_DTTM (Index) INTERNAL_ORG_RK, PARENT_INTERNAL_ORG_RK, INTERNAL_ORG_ASSOC_TYPE_C D, VALID_FROM_DTTM (Prim_Key)		FM, HCM		This Association table is used to list one or more hierarchical parent/child relationships for the Internal Organization member IDs. The internal_org_assoc_type_cd is used to distinguish each unique hierarchy type. HCM uses this table to load the wrkgrp table.	
75		INTERNAL_ORG_NLS	106230	CODE_LANGUAGE	INTERNAL_ORG (INTERNAL_ORG_ID = INTERNAL_ORG_RK)	INTERNAL_ORG_RK LANGUAGE_CD	INTERNAL_ORG_ID, LANGUAGE_CD, VALID_FROM_DTTM (Index) INTERNAL_ORG_RK, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)		FM			
76		JOB_POSITION	106300	PAY_LEVEL (PAY_LEVEL_CD) POSITION_STATUS (POSITION_STATUS_CD) JOB (JOB_CD) FLSA_STATUS (FLSA_STATUS_CD) POSITION_PERMANENCE (PERMANENCE_CD) PAY_LEVEL_STRUCTURE (PAY_LEVEL	INTERNAL_ORG (INTERNAL_ORG_ID = INTERNAL_ORG_RK) COST_CENTER (ALLOCATED_TO_COST_CENTER_ID = ALLOCATED_TO_COST_CENTER_RK)	POSITION_CD	POSITION_CD, VALID_FROM_DTTM		HCM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
				_STRUCTURE) EXEMPT_STATUS (EXEMPT_STATUS_CD) TIME_FREQUENCY (TIME_FREQUENCY_CD) CURRENCY (CURRENCY_CD)								
77		ANALYSIS	106400	SOURCE_SYSTEM (SOURCE_SYSTEM_CD)		ANALYSIS_ID	ANALYSIS_ID, VALID_FROM_DTTM (Index) ANALYSIS_RK, VALID_FROM_DTTM (Prim_Key)		FM			
78		ANALYSIS_ASSOC_TYPE	106410	CODE_LANGUAGE	ANALYSIS (DEFAULT_ANALYSIS_ID = DEFAULT_ANALYSIS_RK)	LANGUAGE_CD ANALYSIS_ASSOC_TYPE_CD	ANALYSIS_ASSOC_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM (Index) ANALYSIS_ASSOC_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)		FM			
79		ANALYSIS_ASSOC	106420	ANALYSIS_ASSOC_TYPE (ANALYSIS_ASSOC_TYPE_CD)	ANALYSIS (ANALYSIS_ID = ANALYSIS_RK) ANALYSIS (PARENT_ANALYSIS_ID = PARENT_ANALYSIS_RK)	ANALYSIS_RK PARENT_ANALYSIS_RK ANALYSIS_ASSOC_TYPE_CD	ANALYSIS_ID, PARENT_ANALYSIS_ID, ANALYSIS_ASSOC_TYPE_CD, VALID_FROM_DTTM (Index) ANALYSIS_RK, PARENT_ANALYSIS_RK, ANALYSIS_ASSOC_TYPE_CD, VALID_FROM_DTTM (Prim_Key)		FM			
80		ANALYSIS_NLS	106430	CODE_LANGUAGE	ANALYSIS (ANALYSIS_ID = ANALYSIS_RK)	ANALYSIS_RK LANGUAGE_CD	ANALYSIS_ID, LANGUAGE_CD, VALID_FROM_DTTM (Index) ANALYSIS_RK, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)		FM			
81		GL_ACCOUNT	106500	GL_ACCOUNT_TYPE (GL_ACCOUNT_TYPE_CD) GL_NORMAL_BAL (NORMAL_BALANCE_CD)	INTERNAL_ORG (INTERNAL_ORG_ID)	GL_ACCOUNT_ID	GL_ACCOUNT_ID, VALID_FROM_DTTM (Index) GL_ACCOUNT_RK, VALID_FROM_DTTM (Prim_Key)		FM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
				CURRENCY_ EXCH_RATE_ TYPE (EXCHANGE _RATE_TYPE _CD)								
82		GL_ACCOUNT_ASS OC_TYPE	106510	CODE_LANG UAGE GL_ACCOUN T	GL_ACCOUNT (DEFAULT_GL_ ACCOUNT_ID = GL_ACCOUNT_I D)	LANGUAGE_CD GL_ACCOUNT_AS SOC_TYPE_C D	GL_ACCOUNT_ASSOC_TYP E_CD, LANGUAGE_CD, VALID_FROM_DTTM		FM			
83		GL_ACCOUNT_ASS OC	106520	GL_ACCOUN T_ASSOC_TY PE	GL_ACCOUNT - GL_ACCOUNT_I D GL_ACCOUNT - PARENT_GL_A CCOUNT_ID TO GL_ACCOUNT_I D		GL_ACCOUNT_ID, PARENT_GL_ACCOUNT_ID , GL_ACCOUNT_ASSOC_TYP E_CD, VALID_FROM_DTTM (Index) GL_ACCOUNT_RK, PARENT_GL_ACCOUNT_R K, GL_ACCOUNT_ASSOC_TYP E_CD, VALID_FROM_DTTM (Prim_Key)		FM			
84		GL_ACCOUNT_NLS	106530	CODE_LANG UAGE	GL_ACCOUNT - GL_ACCOUNT_I D		GL_ACCOUNT_ID, LANGUAGE_CD, VALID_FROM_DTTM (Index) GL_ACCOUNT_RK, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)		FM			
85		SOURCE_GL_ACCO UNT	106600	N/A	GL_ACCOUNT (SOURCE_GL_A CCOUNT_ID = SOURCE_GL_A CCOUNT_RK GL_ACCOUNT (GL_ACCOUNT_ ID = GL_ACCOUNT_ RK)	SOURCE_GL_ACC OUNT_RK GL_ACCOUNT_RK	SOURCE_GL_ACCOUNT_ID , GL_ACCOUNT_ID, VALID_FROM_DTTM (Index) SOURCE_GL_ACCOUNT_R K, GL_ACCOUNT_RK, VALID_FROM_DTTM (Prim_Key)		FM			
86		EXTERNAL_ORG	106700	INDUSTRY (INDUSTRY_ CD) ORG_TYPE (ORGANIZAT ION_TYPE_C D) SOURCE_SY STEM (SOURCE_SY STEM_CD)		EXTERNAL_ORG_ ID	EXTERNAL_ORG_ID, VALID_FROM_DTTM (Index) EXTERNAL_ORG_RK, VALID_FROM_DTTM (Prim_Key)					HCM EDUHIST Table

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
87		EXTERNAL_ORG_A SSOC_TYPE	106710	CODE_LANG UAGE	EXTERNAL_OR G (DEFAULT_EXT ERNAL_ORG_I D = DEFAULT_EXT ERNAL_ORG_R K)	LANGUAGE_CD EXTERNAL_ORG_ ASSOC_TYPE _CD	EXTERNAL_ORG_ASSOC_T YPE_C D, LANGUAGE_CD, VALID_FROM_DTTM					
88		EXTERNAL_ORG_A SSOC	106720	EXTERNAL_ ORG_ASSOC_ TYPE (EXTERNAL_ ORG_ASSOC_ TYPE_C D)	EXTERNAL_OR G (EXTERNAL_OR G_ID = EXTERNAL_OR G_RK) EXTERNAL_OR G (PARENT_EXTE RNAL_ORG_ID = PARENT_EXTE RNAL_ORG_RK)	EXTERNAL_ORG_ RK PARENT_EXTERN AL_ORG_RK EXTERNAL_ORG_ ASSOC_TYPE _CD	EXTERNAL_ORG_ID, PARENT_EXTERNAL_ORG_ ID, EXTERNAL_ORG_ASSOC_T YPE_C D, VALID_FROM_DTTM (Index) EXTERNAL_ORG_RK, PARENT_EXTERNAL_ORG_ RK, EXTERNAL_ORG_ASSOC_T YPE_C D, VALID_FROM_DTTM (Prim_Key)					
89		EXTERNAL_ORG_N LS	106730	CODE_LANG UAGE	EXTERNAL_OR G (EXTERNAL_OR G_ID = EXTERNAL_OR G_RK)	EXTERNAL_ORG_ RK LANGUAGE_CD	EXTERNAL_ORG_ID, LANGUAGE_CD, VALID_FROM_DTTM (Index) EXTERNAL_ORG_RK, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)					
90		EXTERNAL_ORG_A DDRESS	106740	COUNTRY (COUNTRY_C D) ADDRESS_T YPE (ADDRESS_T YPE_CD) STATE_REGI ON (STATE_REG ION_CD)	EXTERNAL_OR G (EXTERNAL_OR G_ID = EXTERNAL_OR G_RK)	EXTERNAL_ORG_ RK ADDRESS_TYPE_ CD	EXTERNAL_ORG_ID, ADDRESS_TYPE_CD, VALID_FROM_DTTM (Index) EXTERNAL_ORG_RK, ADDRESS_TYPE_CD, VALID_FROM_DTTM (Prim_Key)					HCM EDUHIST Table
91		EXTERNAL_ORG_C ONTACT	106800	CONTACT_R OLE (CONTACT_R OLE_CD)	EXTERNAL_OR G (EXTERNAL_OR G_ID = EXTERNAL_OR G_RK)	CONTACT_ID	CONTACT_ID, VALID_FROM_DTTM (Index) CONTACT_RK, VALID_FROM_DTTM (Prim_Key)					
92		PROFIT_CENTER	106900	SOURCE_SY STEM	EMPLOYEE (RESPONSIBLE _EMPLOYEE_I D =	PROFIT_CENTER_ ID	PROFIT_CENTER_ID, VALID_FROM_DTTM (Index) PROFIT_CENTER_RK,					

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
					RESPONSIBLE_EMPLOYEE_RK)		VALID_FROM_DTTM (Prim_Key)					
93		PROFIT_CENTER_ASSOC	106910	PROFIT_CENTER_ASSOC_TYPE (PROFIT_CENTER_ASSOC_TYPE_C D)	PROFIT_CENTER (PARENT_PROFIT_CENTER_ID = PARENT_PROFIT_CENTER_RK) PROFIT_CENTER (PROFIT_CENTER_ID = PROFIT_CENTER_RK)	PROFIT_CENTER_RK PARENT_PROFIT_CENTER_RK PROFIT_CENTER_ASSOC_TYP E_CD	PROFIT_CENTER_ID, PARENT_PROFIT_CENTER_ID, PROFIT_CENTER_ASSOC_TYPE_C D, VALID_FROM_DTTM (Index) PROFIT_CENTER_RK, PARENT_PROFIT_CENTER_RK, PROFIT_CENTER_ASSOC_TYPE_C D, VALID_FROM_DTTM (Prim_Key)					
94		PROFIT_CENTER_ASSOC_TYPE	106920	CODE_LANGUAGE	PROFIT_CENTER (DEFAULT_PROFIT_CENTER_ID TO DEFAULT_PROFIT_CENTER_RK)	LANGUAGE_CD PROFIT_CENTER_ASSOC_TYP E_CD	PROFIT_CENTER_ASSOC_TYPE_C D, LANGUAGE_CD, VALID_FROM_DTTM					
95		PROFIT_CENTER_NLS	106930	CODE_LANGUAGE	PROFIT_CENTER (PROFIT_CENTER_ID = PROFIT_CENTER_RK)	PROFIT_CENTER_RK LANGUAGE_CD	PROFIT_CENTER_ID, LANGUAGE_CD, VALID_FROM_DTTM (Index) PROFIT_CENTER_RK, LANGUAGE_CD, VALID_FROM_DTTM (Prim_Key)					
96		CURRENCY_EXCH_RATE	107000	CURRENCY CURRENCY_EXCH_RATE_SRC CURRENCY_EXCH_RATE_TYPE	CURRENCY_EXCH_RATE_SET(EXCHANGE_RATE_SET_ID = EXCHANGE_RATE_SET_RK) TIME_PERIOD(TIME_PERIOD_ID = TIME_PERIOD_RK)		FROM_CURRENCY_CD, TO_CURRENCY_CD, EFFECTIVE_FROM_DT, EXCHANGE_RATE_TYPE_C D, EXCHANGE_RATE_SET_RK, EXCHANGE_RATE_SOURCE_CD, TIME_PERIOD_RK		FM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
97		CURRENCY_COMPLEX_EXCH_RATE	107050	CURRENCY CURRENCY_EXCH_RATE_TYPE CURRENCY_EXCH_RATE_SRC ITEM_CATEGORY	TIME_PERIOD(TIME_PERIOD_ID=TIME_PERIOD_R K) GL_ACCOUNT(GL_ACCOUNT_ID=GL_ACCOUNT_R K) INTERNAL_ORG(INTERNAL_ORG_ID=INTERNAL_O RG_RK) COST_CENTER(COST_CENTER_ID=COST_CENTE R_RK) PROFIT_CENTER(PROFIT_CENTER_ID=PROFIT_C ENTER_RK) CURRENCY_EXCH_RATE_SET(EXCHANGE_RATE_ SET_ID=EXCHANGE_RATE_SET_RK)				FM			
98		MISC_RATE_SET	107090	CODE_LANGUAGE		RATE_SET_ID LANGUAGE_CD	RATE_SET_RK LANGUAGE_CD VALID_FROM_DTTM		FM			
99		MISC_RATE	107100	CURRENCY ITEM_CATEGORY MISC_RATE_TYPE RATE_SOURCE	TIME_PERIOD(TIME_PERIOD_ID=TIME_PERIOD_R K) PROFIT_CENTER(PROFIT_CENTER_ID=PROFIT_C ENTER_RK) INTERNAL_ORG(INTERNAL_ORG_ID=INTERNAL_O RG_RK) GL_ACCOUNT(GL_ACCOUNT_ID=GL_ACCOUNT_R K) COST_CENTER(COST_CENTER_ID=COST_CEN				FM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
					TE R_RK) MISC_RATE_SE T(RATE_SET_ID =RATE_SET_RK)							
100		COMPENSATION	107200	CURRENCY COMPENSAT ION_TYPE	EMPLOYEE (EMPLOYEE_ID - EMPLOYEE_RK)		EMPLOYEE_ID, COMPENSATION_TYPE_C D, PAYMENT_DT (Index) EMPLOYEE_RK, COMPENSATION_TYPE_C D, PAYMENT_DT (Prim_Key)		HCM		This table contains a history of additional compensation (other than base pay) paid to an employee; for example, bonuses, one-time awards. HCM uses this table to load the comphist table.	HCM formats catalog
101		EMPLOYEE_X_INT ERNAL_ORG	107300	INTERNAL_ ORG_ASSOC_ TYPE (INTERNAL_ ORG_ASSOC_ TYPE_C D)	INTERNAL_OR G (INTERNAL_OR G_ID = INTERNAL_OR G_RK) EMPLOYEE (EMPLOYEE_ID = EMPLOYEE_RK)	EMPLOYEE_RK INTERNAL_ORG_ ASSOC_TYPE _CD	INTERNAL_ORG_ID, EMPLOYEE_ID, INTERNAL_ORG_ASSOC_T YPE_C D, VALID_FROM_DTTM); (Index) INTERNAL_ORG_RK, EMPLOYEE_RK, INTERNAL_ORG_ASSOC_T YPE_C D, VALID_FROM_DTTM (Prim_Key)		HCM		This table identifies the employees associated with an internal organization and vice versa. HCM uses this table to load the acthist table.	
102		EMPLOYEE_X_JOB	107400	JOB (JOB_CD) JOB_POSITI ON (POSITION_C D)	EMPLOYEE (EMPLOYEE_ID - EMPLOYEE_RK)	N/A	EMPLOYEE_ID, JOB_CD, START_DT (Index) EMPLOYEE_RK, JOB_CD, START_DT (Prim_Key)		HCM		This table associates an employee with a position or job. HCM uses this table to load the acthist and pos tables.	
103		EMPLOYEE_ABSE NCE	107500	ABSENCE_T YPE (ABSENCE_T YPE_CD) TIME_UNIT_ OF_MEASUR E (DURATION_ TIME_UOM_ CD look-up TIME_UOM_ CD)	EMPLOYEE (EMPLOYEE_ID - EMPLOYEE_RK)	N/A	ABSENCE_ID		HCM		This table defines and tracks the information about an employee absence. HCM uses this table to load the abshist table.	

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
104		EMPLOYEE_ACTION	107600	PAY_LEVEL (PAY_LEVEL_CD) CURRENCY (CURRENCY_CD) ACTION_REASON (EMPLOYEE_ACTION_REASON_CD) EXEMPT_STATUS (EXEMPT_STATUS_CD) EMPLOYEE_STATUS (EMPLOYEE_STATUS_CD) EMPLOYEE_TYPE (EMPLOYEE_TYPE_CD) ACTION_TYPE (ACTION_TYPE_CD) PAY_LEVEL_STRUCTURE (PAY_LEVEL_STRUCTURE_CD) TIME_FREQUENCY (PAY_FREQUENCY_CD) TIME_FREQUENCY (EMPLOYEE_PAID_FREQUENCY_C D)	N/A	N/A	ACTION_DT, EMPLOYEE_ID, ACTION_TYPE_CD (Index) ACTION_DT, EMPLOYEE_RK, ACTION_TYPE_CD (Prim_Key)		HCM		This table contains particular employee actions, such as pay increases, suspensions, or probations. This table represents valid combinations of Action Type and Reason Type. HCM uses this table for loading the acthist table.	HCM Acthist table

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
105		EMPLOYMENT_APPLICATION	107700	ETHNICITY APPLICATION_STATUS SOURCE_SYSTEM RECRUITMENT_SOURCE JOB_POSITION COUNTY GENDER STATE_REGION EMPLOYEE REJECTION_REASON SAS_COUNTRY_ISO3166(COUNTRY_CD=COUNTRY_CD_3DIGIT)	EMPLOYEE (EMPLOYEE_ID - EMPLOYEE_RK) - Null Values Accepted	N/A	EMPLOYMENT_APPLICATION_ID		HCM		This table contains employment application data. HCM uses this table for loading the apphist table.	HCM Apphist table
106		MILITARY_EXPERIENCE	107800	MILITARY_EXPERIENCE_TYPE	EMPLOYEE (EMPLOYEE_ID - EMPLOYEE_RK)	N/A	EMPLOYEE_ID, MILITARY_EXPERIENCE_TYPE_CD (Index) EMPLOYEE_RK, MILITARY_EXPERIENCE_TYPE_CD (Prim_Key)		HCM			
107		GL_JRNL	107900	N/A	TIME_PERIOD (AFFECTED_TIME_PERIOD_ID = AFFECTED_TIME_PERIOD_RK) INTERNAL_ORG (SOURCE_INTERNAL_ORG_ID = SOURCE_INTERNAL_ORG_RK)	N/A	GL_JRNL_ID		FM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
108		GL_JRNL_DETAILS	107910	CURRENCY (CURRENCY_CD) ITEM_CATE GORY (ITEM_CATE GORY_CD)	INTERNAL_OR G (INITIATING_I NTERNAL_ORG _ID = INITIATING_IN TERNAL_ORG_ RK) COST_CENTER (COST_CENTER _ID = COST_CENTER _RK) PROFIT_CENTE R (PROFIT_CENT ER_ID = PROFIT_CENTE R_RK) ANALYSIS (ANALYSIS_ID = ANALYSIS_RK) GL_ACCOUNT (GL_ACCOUNT_ ID = GL_ACCOUNT_ RK) INTERNAL_OR G (AFFECTED_IN TERNAL_ORG_I D = AFFECTED_INT ERNAL_ORG_R K)	N/A	GL_JRNL_ID, GL_JRNL_LINE_ITEM_ID		FM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
					INTERNAL_ORG (INITIATING_INTERNAL_ORG_ID = INITIATING_INTERNAL_ORG_RK) APP_SCHEMA (SCHEMA_ID = SCHEMA_RK) TIME_PERIOD (AFFECTED_TIME_PERIOD_ID = AFFECTED_TIME_PERIOD_RK) INTERNAL_ORG (AFFECTED_INTERNAL_ORG_ID = AFFECTED_INTERNAL_ORG_RK) ANALYSIS (ANALYSIS_ID = ANALYSIS_RK) INTERNAL_ORG (SOURCE_INTERNAL_ORG_ID = SOURCE_INTERNAL_ORG_RK) GL_ACCOUNT (GL_ACCOUNT_ID = GL_ACCOUNT_RK) COST_CENTER (COST_CENTER_ID = COST_CENTER_RK) PROFIT_CENTER (PROFIT_CENTER_ID = PROFIT_CENTER_RK) EXTERNAL_ORG (AFFECTED_EXTERNAL_ORG_ID = AFFECTED_EXTERNAL_ORG_RK)							
109		GL_TRANSACTION_SUM	108000	ITEM_CATEGORY (ITEM_CATEGORY_CD) CURRENCY (CURRENCY_CD)		N/A			FM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
110		APP_FORMULA_TARGET	108200	DIMENSION_TYPE (DIMENSION_TYPE_CD) APP_FORMULA_TYPE (FORMULA_TYPE_CD) *<MEMBER TABLE >* (DIMENSION_MEMBER_CD)	APP_FORMULA (DIMENSON_TYPE_CD & DIMENSION_MEMBER_CD & (FUTURE APP_DIM_ADK) = FORMULA_RK APP_FORMULA (DIMENSION_TYPE_CD = DIMENSION_TYPE_RK) DIMENSION_TYPE (DIMENSION_MEMBER_CD = DIMENSION_MEMBER_RK)	N/A	APP_DIM_ADK, DIMENSION_TYPE_CD, DIMENSION_MEMBER_CD, ORDINAL_NO, VALID_FROM_DTTM (Index) FORMULA_TARGET_RK, VALID_FROM_DTTM (Prim_Key)		FM			
111		APP_FORMULA	108210	DIMENSION_TYPE (DIMENSION_TYPE_CD)		N/A	APP_DIM_ADK, DIMENSION_TYPE_CD, DIMENSION_MEMBER_CD, ORDINAL_NO, LINE_NO, VALID_FROM_DTTM (Index) FORMULA_TARGET_RK, LINE_NO, VALID_FROM_DTTM (Prim_Key)		FM			
112		APP_FORMULA_WRITE_MEMBER	108220	N/A	APP_FORMULA_TARGET (DIMENSION_TYPE_CD & DIMENSION_MEMBER_CD = FORMULA_TARGET_RK)	N/A	APP_DIM_ADK, DIMENSION_TYPE_CD, DIMENSION_MEMBER_CD, ORDINAL_NO, LINE_NO, VALID_FROM_DTTM (Index) FORMULA_TARGET_RK, LINE_NO, VALID_FROM_DTTM (Prim_Key)		FM			
113		APP_FORMULA_READ_MEMBER	108230	N/A	APP_FORMULA_TARGET (DIMENSION_TYPE_CD & DIMENSION_MEMBER_CD = FORMULA_TARGET_RK)	N/A	APP_DIM_ADK, DIMENSION_TYPE_CD, DIMENSION_MEMBER_CD, ORDINAL_NO, LINE_NO, VALID_FROM_DTTM (Index) FORMULA_TARGET_RK, LINE_NO, VALID_FROM_DTTM (Prim_Key)		FM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
114		APP_USER_X_MEMBER	108300	N/A	DIMENSION_TYPE (DIMENSION_TYPE_ID = DIMENSION_TYPE_RK & *<TABLE_NM >*) *<TABLE_NM >* (DIMENSION_MEMBER_ID = DIMENSION_MEMBER_RK) GENERATE: (USER_NM, DIMENSION_TYPE_RK, DIMENSION_MEMBER_RK = USER_X_MEMBER_RK)		USER_NM, APP_DIM_ADK, DIMENSION_TYPE_CD, DIMENSION_MEMBER_CD (Index) USER_X_MEMBER_RK (Prim_Key)		FM			
115		APP_USER_ACTIONS	108310	N/A	DIMENSION_TYPE (DIMENSION_TYPE_ID = DIMENSION_TYPE_RK & *<TABLE_NM >*) *<TABLE_NM >* (DIMENSION_MEMBER_ID = DIMENSION_MEMBER_RK) POPULATE: (READ_DATA_FLG = Y)		USER_NM, APP_DIM_ADK, DIMENSION_TYPE_CD, DIMENSION_MEMBER_CD (Index) USER_ACTION_RK (Prim_Key)		FM			
116		APP_GROUP_ACTIONS	108320	N/A	DIMENSION_TYPE (DIMENSION_TYPE_CD to retrieve DIMENSION_TYPE_RK & *<TABLE_NM >*) *<TABLE_NM >* (DIMENSION_MEMBER_ID = DIMENSION_MEMBER_RK) POPULATE: (READ_DATA_FLG = Y)		APP_DIM_ADK, DIMENSION_TYPE_CD, DIMENSION_MEMBER_CD (Index) GROUP_ACTION_RK (Prim_Key)		FM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
					GENERATE: (GROUP_ACTION_RK = GROUP_NM, DIMENSION_TYPE_CD, DIMENSION_MEMBER_ID)							
117		SASOP_DETAIL	111010	CURRENCY ITEM_CATEGORY	INTERNAL_ORG (INTERNAL_ORG_ID = INTERNAL_ORG_RK) GL_ACCOUNT (GL_ACCOUNT_ID = GL_ACCOUNT_RK) ANALYSIS (ANALYSIS_ID = ANALYSIS_RK) COST_CENTER (COST_CENTER_ID = COST_CENTER_RK) PROFIT_CENTER (PROFIT_CENTER_ID = PROFIT_CENTER_RK) TIME_PERIOD(TIME_PERIOD_ID =TIME_PERIOD_RK)				OP			
118		ACADEMIC_CREDIT	201010	CODE_LANGUAGE		ACADEMIC_CREDIT_CD LANGUAGE_CD	ACADEMIC_CREDIT_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
117		SASOP_DETAIL	111010	CURRENCY ITEM_CATEGORY	INTERNAL_ORG (INTERNAL_ORG_ID = INTERNAL_ORG_RK) GL_ACCOUNT (GL_ACCOUNT_				OP			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
					ID = GL_ACCOUNT_RK) ANALYSIS (ANALYSIS_ID = ANALYSIS_RK) COST_CENTER (COST_CENTER_ID = COST_CENTER_RK) PROFIT_CENTER (PROFIT_CENTER_ID = PROFIT_CENTER_RK) TIME_PERIOD(TIME_PERIOD_ID =TIME_PERIOD_RK)							
118		ACADEMIC_CREDIT	201010	CODE_LANGUAGE		ACADEMIC_CREDIT_CD LANGUAGE_CD	ACADEMIC_CREDIT_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
119		ACADEMIC_HONORS	201020	CODE_LANGUAGE		ACADEMIC_HONORS_CD LANGUAGE_CD	ACADEMIC_HONORS_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
120		ATTENDANCE_STATUS	201030	CODE_LANGUAGE		ATTENDANCE_STATUS_CD LANGUAGE_CD	ATTENDANCE_STATUS_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
121		COURSE_LEVEL	201040	CODE_LANGUAGE		COURSE_LEVEL_CD LANGUAGE_CD	COURSE_LEVEL_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
122		DEGREE_CONCENTRATION	201050	CODE_LANGUAGE		DEGREE_CONCENTRATION_CD LANGUAGE_CD	DEGREE_CONCENTRATION_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
123		DEGREE_OPTION	201060	CODE_LANGUAGE		DEGREE_OPTION_CD LANGUAGE_CD	DEGREE_OPTION_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
124		DEGREE_PROGRAM	201070	CODE_LANGUAGE		DEGREE_PROGRAM_CD LANGUAGE_CD	DEGREE_PROGRAM_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
125		DEGREE_TYPE	201080	CODE_LANGUAGE		DEGREE_TYPE_CD LANGUAGE_CD	DEGREE_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
126		EDUCATION_VALUE_SYSTEM	201090	CODE_LANGUAGE		EDUCATION_VALUE_SYSTEM_CD LANGUAGE_CD	EDUCATION_VALUE_SYSTEM_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
127		EDUCATION_VALUE_TYPE	201100	CODE_LANGUAGE		EDUCATION_VALUE_TYPE_CD LANGUAGE_CD	EDUCATION_VALUE_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
128		ENROLLMENT_STATUS	201110	CODE_LANGUAGE		ENROLLMENT_STATUS_CD LANGUAGE_CD	ENROLLMENT_STATUS_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
129		FICE	201120	CODE_LANGUAGE		FICE_CD LANGUAGE_CD	FICE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
130		GRADUATING_DEGREE	201130	CODE_LANGUAGE		GRADUATING_DEGREE_CD LANGUAGE_CD	GRADUATING_DEGREE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
131		HONORS_PROGRAM	201140	CODE_LANGUAGE		HONORS_PROGRAM_CD LANGUAGE_CD	HONORS_PROGRAM_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
132		OTHER_HONORS	201150	CODE_LANGUAGE		OTHER_HONORS_CD LANGUAGE_CD	OTHER_HONORS_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
133		SCHOOL_DEPT_TYPE	201160	CODE_LANGUAGE		SCHOOL_DEPT_TYPE_CD LANGUAGE_CD	SCHOOL_DEPT_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
134		SCHOOL_TYPE	201170	CODE_LANGUAGE		SCHOOL_TYPE_CD LANGUAGE_CD	SCHOOL_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
135		SCHOOL_NAME_TYPE	201180	CODE_LANGUAGE		SCHOOL_NAME_TYPE_CD LANGUAGE_CD	SCHOOL_NAME_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
136		SCHOOL_OR_INSTITUTION	201190	SCHOOL_TYPE (SCHOOL_TYPE_CD) SCHOOL_NAME_TYPE (SCHOOL_NAME_TYPE_CD) FICE (FICE_CD)	INTERNAL_ORG(INTERNAL_ORG_ID=INTERNAL_ORG_RK) EXTERNAL_ORG(EXTERNAL_ORG_ID=EXTERNAL_ORG_RK)	SCHOOL_OR_INSTITUTION_ID	SCHOOL_OR_INSTITUTION_ID, VALID_FROM_DTTM (Index) SCHOOL_OR_INSTITUTION_RK, VALID_FROM_DTTM (Prim_Key)		HCM			HCM EDUHIST Table HCM EDUVAL Table
137		SCHOOL_DEPT	201200	SCHOOL_DEPT_TYPE (SCHOOL_DEPT_TYPE_CD)	EXTERNAL_ORG(EXTERNAL_ORG_ID=EXTERNAL_ORG_RK INTERNAL_ORG(INTERNAL_ORG_ID=INTERNAL_ORG_RK) SCHOOL_OR_INSTITUTION(SCHOOL_OR_INSTITUTION_ID=SCHOOL_OR_INSTITUTION_RK)	SCHOOL_DEPT_ID	SCHOOL_DEPT_ID, VALID_FROM_DTTM (Index) SCHOOL_DEPT_RK, VALID_FROM_DTTM (Prim_Key)		HCM			HCM EDUHIST Table HCM EDUVAL Table
138		EDUCATION_HISTORY	201210	ACADEMIC_CREDIT(ACADEMIC_CREDIT_CD) COURSE_LEVEL(COURSE_LEVEL_CD) ACADEMIC_HONORS(AC	EMPLOYEE(EMPLOYEE_ID=EMPLOYEE_RK) SCHOOL_DEPT(SCHOOL_DEPT_ID=SCHOOL_DEPT_RK)	EDUCATION_HISTORY_ID	EDUCATION_HISTORY_ID, VALID_FROM_DTTM (Index) EDUCATION_HISTORY_RK, VALID_FROM_DTTM (Prim_Key)		HCM			HCM EDUHIST Table HCM EDUVAL Table

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
				ADEMIC_HO NORS_CD) ATTENDANC E_STATUS(A TTENDANCE _STATUS_CD) DEGREE_CO NCENTRATI ON(DEGREE _CONCENTR ATION_CD) DEGREE_OP TION(DEGRE E_OPTION_C D) DEGREE_PR OGRAM(DEG REE_PROGR AM_CD) DEGREE_TY PE(DEGREE_ TYPE_CD) EDUCATION _VALUE_SYS TEM(EDUCA TION_VALU E_SYSTEM_C D) GRADUATIN G_DEGREE(GRADUATIN G_DEGREE_ CD) HONORS_PR OGRAM(HON ORS_PROGR AM_CD) OTHER_HON ORS(OTHER_ HONORS_CD)								
139		EDUCATION_VALU E	201220	EDUCATION _VALUE_TYP E(EDUCATIO N_VALUE_T YPE_CD)	EDUCATION_H ISTORY(EDUCA TION_HISTORY _ID=EDUCATIO N_HISTORY_RK)	EDUCATION_HIS TORY_RK EDUCATION_VAL UE_TYPE_CD	EDUCATION_HISTORY_ID, EDUCATION_VALUE_TYPE _CD, VALID_FROM_DTTM (Index) EDUCATION_HISTORY_RK , EDUCATION_VALUE_TYPE _CD, VALID_FROM_DTTM		HCM			HCM EDUVAL Table

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
							(Prim_Key)					
140		DATES_OF_ATTEN DANCE	201230	ENROLLME NT_STATUS(ENROLLME NT_STATUS_ CD)	EDUCATION_H ISTORY(EDUCA TION_HISTORY _ID=EDUCATIO N_HISTORY_RK)		EDUCATION_HISTORY_ID, ATTENDANCE_START_DT (Index) EDUCATION_HISTORY_RK , ATTENDANCE_START_DT (Prim_Key)		HCM			HCM EDUHIST Table
141		COMPETENCY_CA TALOG	211010	CODE_LANG UAGE		COMPETENCY_C ATALOG_CD LANGUAGE_CD	COMPETENCY_CATALOG_ CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
142		COMPETENCY_CL ASS	211020	CODE_LANG UAGE		COMPETENCY_CL ASS_CD LANGUAGE_CD	COMPETENCY_CLASS_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
143		COMPETENCY_TYP E	211030	CODE_LANG UAGE		COMPETENCY_TY PE_CD LANGUAGE_CD	COMPETENCY_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
144		COMPETENCY_CA TEGORY	211040	CODE_LANG UAGE		COMPETENCY_C ATEGORY_CD LANGUAGE_CD	COMPETENCY_CATEGORY _CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
145		EVIDENCE_TYPE	211050	CODE_LANG UAGE		EVIDENCE_TYPE_ CD LANGUAGE_CD	EVIDENCE_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
146		SPECIAL_REF_CO MP	211060	CODE_LANG UAGE		SPECIAL_REF_CO MP_CD LANGUAGE_CD	SPECIAL_REF_COMP_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
147		TAXONOMY	211070	CODE_LANG UAGE		TAXONOMY_CD LANGUAGE_CD	TAXONOMY_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
148		TAXONOMY_CATALOG	211080	CODE_LANGUAGE		TAXONOMY_CATALOG_CD LANGUAGE_CD	TAXONOMY_CATALOG_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
149		TAXONOMY_COMP_CLASS	211090	CODE_LANGUAGE		TAXONOMY_COMP_CLASS_CD LANGUAGE_CD	TAXONOMY_COMP_CLASS_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
150		TAXONOMY_SPECIAL_REF	211100	CODE_LANGUAGE		TAXONOMY_SPECIAL_REF_COMP_CD LANGUAGE_CD	TAXONOMY_SPECIAL_REF_COMP_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
151		WEIGHT_TYPE	211110	CODE_LANGUAGE		WEIGHT_TYPE_CD LANGUAGE_CD	WEIGHT_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
152		COMPETENCY_CATEGORY	211120	COMPETENCY_CATEGORY(COMPETENCY_CATEGORY_CD) COMPETENCY_CATALOG(COMPETENCY_CATALOG_CD) COMPETENCY_CLASS(COMPETENCY_CLASS_CD) JOB_GROUP(COMPETENCY_JOB_GROUP_CD) COMPETENCY_TYPE(COMPETENCY_TYPE_CD) SPECIAL_REF_COMP(SPECIAL_REF_COMP_CD)		COMPETENCY_CATEGORY_CLASS_CD	COMPETENCY_CATEGORY_CLASS_CD, VALID_FROM_DTTM		HCM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
153		TAXONOMY_SOURCE	211130	TAXONOMY(TAXONOMY_CD) TAXONOMY_CATALOG(TAXONOMY_CATALOG_CD) TAXONOMY_COMP_CLASS(TAXONOMY_COMP_CLASS_CD)		TAXONOMY_SOURCE_ID	TAXONOMY_SOURCE_ID, VALID_FROM_DTTM (Index) TAXONOMY_SOURCE_RK, VALID_FROM_DTTM (Prim_Key)		HCM			
154		COMPETENCY	211140	COMPETENCY_CATEGORY_CLASS(COMPETENCY_CATEGORY_CLASS_CD)		COMPETENCY_ID	COMPETENCY_ID, VALID_FROM_DTTM (Index) COMPETENCY_RK, VALID_FROM_DTTM(Prim_Key)		HCM			
155		COMPETENCY_ASSOC_TYPE	211150	CODE_LANGUAGE COMPETENCY(DEFAULT_COMPETENCY_ID)	COMPETENCY(DEFAULT_COMPETENCY_ID=DEFAULT_COMPETENCY_RK)	COMPETENCY_ASSOC_TYPE_CD LANGUAGE_CD	COMPETENCY_ASSOC_TYPE_CD, LANGUAGE_CD, VALID_FROM_DTTM		HCM			HCM formats catalog
156		COMPETENCY_ASSOC	211160	COMPETENCY_ASSOC_TYPE(COMPETENCY_ASSOC_TYPE_CD)	COMPETENCY(COMPETENCY_ID=COMPETENCY_RK) COMPETENCY(PARENT_COMPETENCY_ID=PARENT_COMPETENCY_RK)	COMPETENCY_RK PARENT_COMPETENCY_RK COMPETENCY_ASSOC_TYPE_CD	COMPETENCY_ID, PARENT_COMPETENCY_ID, COMPETENCY_ASSOC_TYPE_CD, VALID_FROM_DTTM (Index) COMPETENCY_RK, PARENT_COMPETENCY_RK, COMPETENCY_ASSOC_TYPE_CD, VALID_FROM_DTTM(Prim_Key)		HCM			
157		COMPETENCY_X_TAXONOMY	211170	N/A	COMPETENCY(COMPETENCY_ID=COMPETENCY_RK) TAXONOMY_SOURCE(TAXONOMY_SOURCE_ID=TAXONOMY_SOURCE_RK)	COMPETENCY_ID TAXONOMY_SOURCE_ID	COMPETENCY_ID, TAXONOMY_SOURCE_ID, VALID_FROM_DTTM (Index) COMPETENCY_RK, TAXONOMY_SOURCE_RK, VALID_FROM_DTTM (Prim_Key)		HCM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
158		COMPETENCY_WEIGHT_BOUNDS	211180	WEIGHT_TYPE(WEIGHT_TYPE_CD)	COMPETENCY(COMPETENCY_ID=COMPETENCY_RK)	COMPETENCY_ID WEIGHT_TYPE_CD	COMPETENCY_ID, WEIGHT_TYPE_CD, VALID_FROM_DTTM (Index) COMPETENCY_RK, WEIGHT_TYPE_CD, VALID_FROM_DTTM (Prim_Key)		HCM			
159		COMPETENCY_EVIDENCE	211190	EVIDENCE_TYPE(EVIDENCE_TYPE_CD)	COMPETENCY(COMPETENCY_ID=COMPETENCY_RK)	COMPETENCY_ID EVIDENCE_TYPE_CD	COMPETENCY_ID, EVIDENCE_TYPE_CD, VALID_FROM_DTTM (Index) COMPETENCY_RK, EVIDENCE_TYPE_CD, VALID_FROM_DTTM (Prim_Key)		HCM			
160		EMPLOYEE_X_COMPETENCY	211200	EMPLOYEE(EMPLOYEE_ID) COMPETENCY(COMPETENCY_ID)	COMPETENCY(COMPETENCY_ID=COMPETENCY_RK) EMPLOYEE(EMPLOYEE_ID=EMPLOYEE_RK)	EMPLOYEE_ID COMPETENCY_ID	EMPLOYEE_ID, COMPETENCY_ID, VALID_FROM_DTTM (Index) EMPLOYEE_RK, COMPETENCY_RK, VALID_FROM_DTTM (Prim_Key)		HCM			
161		EMPLOYEE_X_EVIDENCE	211210	EVIDENCE_TYPE(EVIDENCE_TYPE_CD)	EMPLOYEE(EMPLOYEE_ID=EMPLOYEE_RK) COMPETENCY(COMPETENCY_ID=COMPETENCY_RK)	EMPLOYEE_ID COMPETENCY_ID EVIDENCE_TYPE_CD	EMPLOYEE_ID, COMPETENCY_ID, EVIDENCE_TYPE_CD, VALID_FROM_DTTM (Index) EMPLOYEE_RK, COMPETENCY_RK, EVIDENCE_TYPE_CD, VALID_FROM_DTTM (Prim_Key)		HCM			
162		JOB_X_COMPETENCY	211220	JOB(JOB_CD)	COMPETENCY(COMPETENCY_ID=COMPETENCY_RK)	JOB_CD COMPETENCY_ID WEIGHT_TYPE_CD	JOB_CD, COMPETENCY_ID, WEIGHT_TYPE_CD, VALID_FROM_DTTM (Index) JOB_CD, COMPETENCY_RK, WEIGHT_TYPE_CD, VALID_FROM_DTTM(Prim_Key)		HCM			

Order	Site Checkoff	Table name	Job Reference Number	Table Validation Dependencies	Lookups	SCD2 Business Key	Business Index & Primary Key	SAS Reference Table?	Used By	SAS Reference Table Name	Data Content Comments	HCM Table Relationships
163		EMPLOYEE_X_JOB_X_COMPETENCY	211230	JOB(JOB_CD) JOB_POSITION(POSITION_CD)	EMPLOYEE(EMPLOYEE_ID=EMPLOYEE_RK) COMPETENCY(COMPETENCY_ID=COMPETENCY_RK)	EMPLOYEE_ID JOB_CD START_DT COMPETENCY_ID WEIGHT_TYPE_CD	EMPLOYEE_ID, JOB_CD, START_DT, COMPETENCY_ID, WEIGHT_TYPE_CD, VALID_FROM_DTTM (Index) EMPLOYEE_RK, JOB_CD, START_DT, COMPETENCY_RK, WEIGHT_TYPE_CD, VALID_FROM_DTTM (Prim_Key)		HCM			
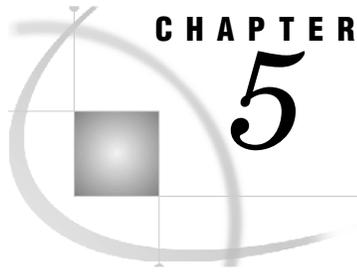
Solutions Data Mart Jobs

The following table contains descriptions of the jobs that load data into the Solutions Data Mart.

These jobs are discussed in *SAS Solutions Services: Data Administration Guide*.

Table 167 Solutions Data Mart Jobs

Site Checkoff	Job Name	Description
	solnsvc_1100_load_source_system	Loads source system codes from the SOURCE_SYSTEM table of the DDS into the SAS_SOURCE_SYSTEM and SAS_SOURCE_SYSTEM_NLS tables of the SDM. Under normal circumstances, you do not need to run this job. All predefined source system codes are placed in the SDM by the installation procedure.
	solnsvc_1200_import_locales	Loads language and country combinations from the CODE_LANGUAGE table of the DDS into the SAS_DATA_LOCALE table of the SDM.
	solnsvc_1300_load_users	Loads users from the metadata server into the SAS_USER table of the SDM.
	solnsvc_1400_load_groups	Loads groups from the metadata server into the SAS_GROUP table of the SDM.
	solnsvc_1500_load_user_x_group	Loads user/group relationships from the metadata server into the SAS_USER_X_GROUP table of the SDM.
	solnsvc_2000_load_dimension_types	Loads dimension types from the DIMENSION_TYPE table of the DDS into the SAS_DIM_TYPE table of the SDM.
	solnsvc_2100_create_application_dimension	Loads dimension records from the APP_DIMENSION table of the DDS into the SAS_DIMENSION table of the SDM.
	solnsvc_2200_create_dimension	Creates a dimension record in the SAS_DIMENSION table of the SDM, based on option values that you set in the job.
	solnsvc_3200_load_dimension	Loads member and hierarchy records for a specified dimension from the DDS into the appropriate tables of the SDM. **Note**: You must load currencies for a currency dimension before you load organizations for an intorg dimension, due to the dependency of organizations on currencies.
	solnsvc_3300_load_measure_table	Loads measures from the SAS_MEASURE source table and possibly other sources into the SAS_MEASURE table of the SDM.
	solnsvc_3400_load_metric_table	Creates or updates a metric table in the SDM, based on option values that you set in the job.
	solnsvc_4100_export_dimension	Exports member and hierarchy records for a specified dimension from the SDM to the StageDDS library or another specified library.

HCM Data Mart Jobs

The following table contains descriptions of the jobs that load data into the HCM Data Mart. The jobs are listed in the order in which the hcm_100000_load_datamart_all_tables umbrella job runs them. This is also the order in which you should run the jobs if you run them individually. Jobs identified with "Optional" in the Order column are not included in the umbrella job.

Many of the jobs call Prebuild.sas (Precode) and Updatedd.sas (Postcode). Run jobs only if data is available to load their target tables or cubes. The individual cube jobs can be run in any order, after the source tables are built or refreshed.

For more information on the following jobs, see the *SAS Solutions Services: Data Administration Guide*.

Table 168 HCM Data Mart Jobs

Order	Site Checkoff	Table name	Job Name	Dependencies	Mapped or Code	Lookups	Description
1		SAS_HCM_FORMATS	hcm_110050_load_formats_table	DDS Reference Tables cind_dds.Country sas_sup.Sas_country_iso3166	Formats.sas		loads and updates HCM Formats
Optional		SAS_HCM_FORMATS	hcm_110100_load_formats_table_from_catalog		Fmttupd.sas		This is an optional job to load new formats into SAS Human Capital Management from a formats catalog. Edit the job to specify the path to a formats catalog before running this job.
2		Work Group	hcm_110150_load_wrkgrp_table	Conform.Internal_org_assoc Conform.Internal_org Conform.Internal_org_nls Conform.Employee formats	Wrkgrp.sas		
3		Absence History	hcm_110200_load_abshist_table	cind_dds.Employee_Absence cind_dds.Employee	Mapped	Employee (Employee_id)	

Order	Site Checkoff	Table name	Job Name	Dependencies	Mapped or Code	Lookups	Description
4		Job Action History	hcm_110250_load_acthist_table	Conform.Employee_Action Conform.Employee Conform.Employee_x_job Conform.Job_Position Conform.employee_x_internal_org Conform.Internal_org_x Conform.Employee_x formats	Acthist.sas		
5		Applicant History	hcm_110300_load_apphist_table	cind_dds.Employment_Application cind_dds.Employee	Mapped	Employee (Employee_id)	
6		Compensation History	hcm_110350_load_comphist_table	cind_dds.Compensation cind_dds.Compensation_type cind_dds.Employee	Mapped	Employee (Employee_id)	
7		Employee General	hcm_110400_load_empgen_table	cind_dds.Employee cind_dds.Military_Experience	Mapped		
8		SAS_USER_EMPLOYEE	hcm_110450_load_useremployee_table	HCMData.Empgen HCMData.Acthist HCM Group in OMR	Useremp.sas		loads Employee User Name information for SAS Human Capital Management. Employee User Name information needs to be loaded before a user can log into SAS Human Capital Management.
9		Pay Grade	hcm_110500_load_grade_table	cind_dds.Pay_Level	Mapped		
10		Jobs	hcm_110550_load_jobs_table	cind_dds.Job_Group cind_dds.Job	Mapped		
11		Open Position	hcm_110600_load_openpos_table	cind_dds.Job_Position	Mapped		
12		Position History	hcm_110650_load_pos_table	cind_dds.Job_Position cind_dds.Employee_x_Job cind_dds.Employee cind_dds.Internal_org	Mapped	Employee (Employee_id) Internal_org (Internal_org_id)	
13		Current Pay Grade	hcm_110700_load_cgrade_table	HCMData.Grade	Mapped		
14		Current Jobs	hcm_110750_load_cjobs_table	HCMData.Jobs	Mapped		
15		Current Work Group	hcm_110800_load_cwrkgrp_table	HCMData.Wrkgrp	Mapped		

Order	Site Checkoff	Table name	Job Name	Dependencies	Mapped or Code	Lookups	Description
Optional		Education History	hcm_118050_load_eduhist_table	cind_dds.School_dept cind_dds.School_or_institution cind_dds.External_org cind_dds.External_org_address cind_dds.Education_history cind_dds.Dates_of_attendance cind_dds.Internal_org	Mapped		
Optional		Education Assessment	hcm_118100_load_eduval_table	cind_dds.school_dept cind_dds.School_or_institution cind_dds.Education_history cind_dds.Education_value	Mapped		
16		Absence History Master	hcm_120050_load_abshmast_table	Absence History Job Action History Position History Work Group Jobs Pay Grade Current Employee General	Abshmast.sas		
17		Job Action History Master	hcm_120100_load_acthmast_table	Job Action History Position History Work Group Jobs Pay Grade Current Employee General	Acthmast.sas		
18		Applicant History Master	hcm_120150_load_apphmast_table	Applicant History Position History Work Group Jobs Pay Grade Current Employee General	Apphmast.sas		
19		Internal Movement	hcm_120200_load_churn_table	Job Action History Master	Churn.sas		
20		Employee Master	hcm_120250_load_empmast_table	Job Action History Position History Current Work Group Current Jobs Current Pay Grade Current Employee General	Empmast.sas		
21		Open Position Master	hcm_120300_load_oposmast_table	Open Position History Position History Work Group Jobs	Oposmast.sas		
22		Terminations Master	hcm_120350_load_termmast_table	Job Action History Master	Terminat.sas		

Order	Site Checkoff	Table name	Job Name	Dependencies	Mapped or Code	Lookups	Description
23		Headcount Summary	hcm_125050_l oad_headsum_ summary_tabl e	Job Action History Position History Jobs Work Group Pay Grade Current Employee General Job Action History Master	Headsum.sas		
24		Open Position Summary	hcm_125100_l oad_opossum_ summary_tabl e	Open Position History Position History Work Group Jobs	Opossum.sas		
25		Salary History	hcm_125150_l oad_salhist_su mmary_table	Job Action History Master	Salhist.sas		
26		Salary History Summary	hcm_125200_l oad_salhsum_s ummary_table	Compensation Job Action History Position History Jobs Work Group Pay Grades Current Employee General	Salhsum.sas		
27		Time In Position	hcm_125250_l oad_tip_summ ary_table	Job Action History Master	Tip.sas		
Optio nal		Headcount Forecast - Monthly	hcm_126050_r un_month_fore cast	Job Action History Position History Jobs Work Group Pay Grade Current Employee General Job Action History Master	Headfcst.sas		
Optio nal		Headcount Forecast - Quarterly	hcm_126100_r un_quarter_for ecast	Job Action History Position History Jobs Work Group Pay Grade Current Employee General Job Action History Master	Headfcst.sas		
Optio nal		Headcount Forecast - Yearly	hcm_126100_r un_year_foreca st	Job Action History Position History Jobs Work Group Pay Grade Current Employee General Job Action History Master	Headfcst.sas		

Order	Site Checkoff	Table name	Job Name	Dependencies	Mapped or Code	Lookups	Description
28		SAS Measures	hcm_128050_load_sas_measures_table	Headcount Summary Job Action History Master Salary History Summary	Hcmmval.sas		
Optional		SAS Measures with Org	hcm_128100_load_sas_measures_table_with_org	Headcount Summary Job Action History Master Salary History Summary	Hcmmval.sas		
Optional		SDM Metrics Table	hcm_128900_load_sdm_metric_table	SAS Measures	Code		An optional job that you can run if you have SAS Strategic Management. If necessary, the following default Options parameters need to be modified: TIME_PERIOD_ID|++|TIME|++|TIME|++|TIME_MR
Optional		SDM Metrics Table with Org	hcm_128901_load_sdm_metric_table_with_org	SAS Measures	Code		You can either run this job or hcm_128900_load_sdm_metric_table, but not both. If necessary, the following default Options parameters need to be modified: TIME_PERIOD_ID|++|TIME|++|TIME|++|TIME_MR|++|INTORG_HR_ID|++|ORG|++|INTORG|++|INTORG_HR
Optional		hrvanly2	hcm_140050_load_hrvanly2_table	Compensation Job Action History Position History Jobs Work Group Pay Grades Current Employee General Job Action History Master Time in Position	Vtadata.sas		An optional job that is run for the Retention Analysis Module.
Optional		Employee Scoring Detail	hcm_140100_load_modelscores_table	hrvanly2	Vtamodel.sas		An optional job that is run for the Retention Analysis Module.

Order	Site Checkoff	Table name	Job Name	Dependencies	Mapped or Code	Lookups	Description
Optional		Employee Scoring Master	hcm_140150_load_empscores_table	Employee Scoring Detail Employee Master	Vtscores.sas		An optional job that is run for the Retention Analysis Module.
29		SAS_HIERARCHY_MAPPING SAS_WRKGRPHIER	hcm_129990_load_sas_hierarchy_mapping_table	cind_dds.Internal_org_assoc_type	Updthier.sas		Use this job to load and update the required Org Hierarchy information for SAS Human Capital Management.
30		Absence History Cube	hcm_210050_create_abshcube_cube	Absence History Master	Abshcube.sas		
31		Job Action History Cube	hcm_210100_create_acthcube_cube	Job Action History Master	Acthcube.sas		
32		Applicant History Cube	hcm_210150_create_apphcube_cube	Applicant History Master	Apphcube.sas		
33		Employee Master Cube	hcm_210200_create_empcube_cube	Employee Master	Empcube.sas		
34		Headcount History Cube	hcm_210250_create_hdsmcube_cube	Headcount Summary	Hdsmcube.sas		
35		Open Position Cube	hcm_210300_create_oposcube_cube	Open Position Master	Oposcube.sas		
36		Salary History Cube	hcm_210350_create_salhcube_cube	Salary History	Salhcube.sas		
37		Terminations Cube	hcm_210400_create_termcube_cube	Terminations Master	Termcube.sas		
38		Time in Position Cube	hcm_210450_create_tipcube_cube	Time In Position	Tipcube.sas		
39		Open Position Summary Cube	hcm_210500_create_opsmcube_cube	Open Position Summary	Opsmcube.sas		
40			hcm_300000_create_information_maps	Cubes and Tables exist.	Hcmimap.sas		This job builds and rebuilds all Information Maps that are registered in SAS Human Capital Management.
41			hcm_900000_refresh_cache	The mid-tier Web applications need to be running.	Refcache.sas		Refreshes the SAS Human Capital Management cache. This job should be run anytime that one or more of the previously specified jobs have been run.

Order	Site Checkoff	Table name	Job Name	Dependencies	Mapped or Code	Lookups	Description
Optional			hcm_100000_load_datamart_all_tables	Deployed Jobs	Runhcm.sas		With the exception of the information_maps job, this umbrella job runs all of the previously specified non-optional jobs. This umbrella job executes the Runhcm.sas macro. Check the Runhcm.sas macro for tables to be built, and modify the Runhcm.sas macro as necessary. This umbrella job can be executed from within SAS Data Integration Studio. After the jobs are deployed, this umbrella job might need to be modified to edit the default path for the deployed jobs.
Optional			hcm_200000_create_all_cubes	Source Tables	Code		An umbrella job that executes the code to build and refresh the default cubes in SAS Human Capital Management that were built by previous cube jobs. Edit the transformation in the job to change the specification of the cubes that are built and refreshed.

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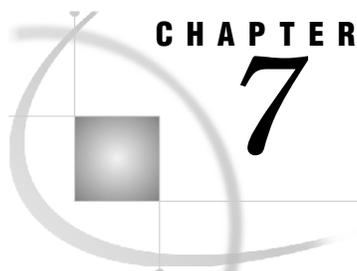
HCM Data Mart Tables

The following table contains descriptions of the tables in the HCM Data Mart. There is a table for each table category.

Table 169 Cube Table

Table Name	Table Description	Comment
ABSHCUBE	HCM Absence History Cube	OLAP cube containing employee absence information.
ACTHCUBE	HCM Action History Cube	OLAP cube containing employee job action information.
APPHCUBE	HCM Applicant History Cube	OLAP cube containing employment application information.
EMPCUBE	HCM Employee Master Cube	OLAP cube containing employee personnel information, such as ethnicity, gender, and marital status.
HDSMCUBE	HCM Headcount Summary Cube	OLAP cube containing headcount information over a period of time.
OPOSCUBE	HCM Open Position Cube	OLAP cube containing open job position information.
OPSMCUBE	HCM Open Position Summary Cube	OLAP cube containing open job position summary information.
SALHCUBE	HCM Salary History Cube	OLAP cube containing historical compensation information for the Organization, summarized at different dimensions.
TERMCUBE	HCM Terminations Cube	OLAP cube containing employee termination or separation information.
TIPCUBE	HCM Time in Position Cube	OLAP cube containing information regarding employees' time in job positions.

Table 170 DETAIL Table

Table Name	Table Description	Comment
ABSHIST	HCM Absence Detail	Absence history of employees.
ACTHIST	HCM Job Actions History	Job action data for all employees who were active on the job within the time period covered by the HCM Data Mart. Contains the employee hire, separation records, and other job actions within that time span. When the data mart covers a shorter time span than the life of the organization, a baseline record for the start date of the data mart is required.
APPHIST	HCM Applicant History	History of tracked individuals applying for positions within the organization.
CGRADE	HCM Current Pay Grades	Currently active information about pay grades, compa-ratio, mid, min, and max, or pay bands.
CJOBS	HCM Current Jobs	Current job codes to track job groups and Equal Employment Opportunity (EEO) classifications.
COMPHIST	HCM Additional Compensation History	Additions to annualized salaries to generate total compensation including information such as bonuses or car allowances.
CWRKGRP	HCM Current Work Group	Tracks the current organizational reporting group and its parent group.
EDUHIST	HCM Education History	Employee historical education information.
EDUVAL	HCM Education Assessment	Measures used for tracking and assessing employees' education. The measures include data such as GPA and class ranking.
EMPGEN	HCM Employee General	Basic employee information including name, diversity, and historically tracked employee information.
GRADE	HCM Pay Grades History	Historical information about pay grades, compa-ratio, mid, min, and max, or pay bands.
HCBNCHMRK	HCM Human Capital Benchmarks	Saratoga benchmark data, if available.
JOBS	HCM Jobs	Job codes to track job groups and Equal Employment Opportunity (EEO) classifications.
MODELSCORES	HCM Employee Scoring	Employee scoring for predicted termination, with Retention Modeling information.
OPENPOS	HCM Open Positions	History detail of open positions.
POS	HCM Positions	History detail of positions, including the dates that each position was opened, closed, filled, and inactive.
WRKGRP	HCM Work Group	Historical organizational changes listing the reporting group and its parent group.

Table 171 Master Table

Table Name	Table Description	Comment
ABSHMAST	HCM Absence History Master	Denormalized table that joins absence history with employee general, jobs, and organizational hierarchy data.
ACTHMAST	HCM Job Actions History Master	Denormalized table that contains employee actions as well as pertinent job groupings, organizational, management, and geographical hierarchies.
APPHMAST	HCM Applicant History Master	Denormalized table that joins an applicant's history with organizational hierarchy information and position information.
CHURN	HCM Churn (Internal Movement)	Internal movement actions within the organization.
EMPMAST	HCM Employee Master	Identifies all employees by employee number and contains current personnel information for each employee.
EMPSCORES	HCM Employee Scoring Master	Employee scoring for predicted termination with current employee information.
OPOSMAST	HCM Open Position Master	History detail of open positions joined with jobs, grade, and employee data.
TERMAST	HCM Terminations Master	Employee termination actions from the Job Actions History Master table.

Table 172 Summary Table

Table Name	Table Description	Comment
FACTORSITE	HCM Factor Site	Site-defined factors used for HCM metrics.
HCMMONTHFORECAST	HCM Headcount Forecast - Monthly	Headcount, Termination count, Hire count, and other Action counts forecasted at a Monthly interval using different classification dimensions.
HCMQTRFORECAST	HCM Headcount Forecast - Quarterly	Headcount, Termination count, Hire count, and other Action counts forecasted at a Quarterly interval using different classification dimensions.
HCMYEARFORECAST	HCM Headcount Forecast - Yearly	Headcount, Termination count, Hire count, and other Action counts forecasted at a Yearly interval using different classification dimensions.
HEADSUM	HCM Headcount Summary	Headcounts and terminations by month, quarter, or year, as specified in the prebuild.sas file.
OPOSSUM	HCM Open Positions Summary	Open Position Count Summaries by specified classification dimensions.
SALHIST	HCM Salary History	History of Employee salary changes.
SALHSUM	HCM Salary Summary	Employee Compensation by month, quarter, or year, as specified in the prebuild.sas file.
TIP	HCM Time in Position	Employee time in a position.

Table 173 Utility Table

Table Name	Table Description	Comment
HIERMAX	HCM Hiermax	Lists the highest hierarchy level for each hierarchy that is identified within HCM.
HRV_GBL	HCM Global Map Data	Global Map Data used for the HCM Geographic Analysis.
HRV_STATE	HCM US State Map Data	U.S. State Map Data used for the HCM Geographic Analysis.
HRV_US	HCM US Map Data	U.S. Map Data used for the HCM Geographic Analysis.
HRVANLY2	HCM Hrvanly2	Table used by the Retention Analysis jobs. This table is created when the HCM job hcm_140050_load_hrvanly2_table runs the first time.
SAS_HCM_FORMATS	HCM Formats	HCM SAS formats used for data display and in the HCM ETL build.
SAS_HCMMETACOLUMN	HCM SAS_hcmmetacolumn	HCM data dictionary table that contains metadata for registered HCM table columns.
SAS_HCMMETATABLE	HCM SAS_hcmmetatable	HCM data dictionary table that contains metadata for registered HCM tables.
SAS_MEASURES	HCM Measures	Available metric calculations and benchmarks for the organization.
SAS_MEASURES<OrgHier>	HCM Measures by Org	Available metric calculations and benchmarks for the organization identified within the Org hierarchy.
SAS_USER_EMPLOYEE	HCM Employee Users	Employees and their associated User Names for HCM. An HCM User cannot log in to HCM until his or her information is populated in this table.

8
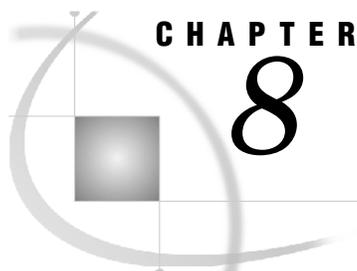
Descriptions of HCM Data Mart Table Columns

Each table in this chapter contains descriptions of all the columns in a particular HCM Data Mart table. The columns contained in each table can vary based on your specific needs. The tables are listed in alphabetical order.

Table 174 ABSHIST Table

Column Name	Comment
ABSENCE_END_DT	Ending date of the employee absence.
ABSENCE_ID	A unique ID for an absence.
ABSENCE_START_DT	Effective or beginning date of the employee absence.
ABSENCE_TYPE_CD	Code for a type of absence. Typical absence types are sickness, vacation, disability, family leave, and bereavement.
DURATION_QTY	Duration or length of the employee absence.
DURATION_TIME_UOM_CD	Time unit of measure for the absence duration. Typically, this has a value of DAY or HOUR.
EMPLOYEE_ID	Business key identifying the employee.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.

Table 175 ABSHMAST Table

Column Name	Comment
_LASTREC	Given a value of Y if this is the last record for the employee.
ABSENCE_END_DT	Ending date of the employee absence.
ABSENCE_ID	A unique ID for an absence.
ABSENCE_MONTH	A number representing the month of the absence. 1 = January, 2 = February, 3 = March, and so on.
ABSENCE_START_DT	Effective or beginning date of the employee absence.
ABSENCE_TYPE_CD	Code for a type of absence. Typical absence types are sickness, vacation, disability, family leave, and bereavement.
ABSENCE_YEAR	Year of absence.
ADDRESS_LINE_1_TXT	First line of the address.
ADDRESS_LINE_2_TXT	Second line of the address.
AGE	Age of employee.
AGE_RANGE	Age-range category of employee.

Column Name	Comment
BDAY	The day of the month on which the employee was born. Possible values are 1 through 31.
BIRTH_DT	Employee's birth date.
CITY_NM	Employee's city.
COUNTRY_CD	This column contains the two-character ISO 3166 standard code for a country. For example, AF = Afghanistan and AL = Albania.
COUNTY_NM	County name. Used by the Geographic Analysis.
DISABILITY_FLG	Flag indicating if an employee has a disability.
DURATION_QTY	Duration or length of the employee absence.
DURATION_TIME_UOM_CD	Time unit of measure for the absence duration. Typically, this has a value of DAY or HOUR.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EMPLOYEE_EMAIL	E-mail address of the employee.
EMPLOYEE_ID	Business key identifying the employee.
EMPLOYEE_NAME	Name of employee.
EMPLOYEE_NO	Employee's employee number. The value in this column does not have to be unique and is not required.
ETHNICITY_CD	Code used to define the ethnicity.
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.
GENDER_CD	Code used to specify the gender.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HIRE_DT	Employee's hire date.
INTORG_HR	The department that an employee is in. The name "INTORG_HR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MAIN, for example), then this column's name will be MAIN rather than INTORG_HR.
INTORG_HR1	Level 1 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR2	Level 2 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR3	Level 3 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.

Column Name	Comment
INTORG_MGR	The employee's manager (manager's employee ID). The name "INTORG_MGR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name(MANAGER, for example), then this column's name will be MANAGER rather than INTORG_MGR.
INTORG_MGR1	Level 1 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR2	Level 2 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR3	Level 3 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR4	Level 4 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR5	Level 5 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
JOB_CD	A code that represents a job within the company.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.
JOB_GROUP_DESC	Description of the job group.
JOB_TITLE_TXT	Title for the job.
LENGTH_OF_SERVICE	Category range for years of service. Examples: "1+ to 3 yrs", "3+ to 5 yrs".
MANAGER_ID	Employee ID of the employee's manager.
MANAGER_NAME	Name of the employee's manager.
MILITARY_EXPERIENCE_DT	Date that the military experience started.
MINORITY_FLG	Indicates if the employee is in an ethnic minority classification.
MNMLEV1	Level 1 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV2	Level 2 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV3	Level 3 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV4	Level 4 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.

Column Name	Comment
MNMLEV5	Level 5 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
OVER40	A flag indicating whether or not the employee is 40 or older. Y = Yes, N = No.
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
POSITION_CD	A code that represents a position within the company.
POSTAL_CD	Address postal code.
QTR	A number (1, 2, 3, or 4) representing the quarter of the year of the absence.
SERVICE_START_DT	Date that an employee began to work with the company. This date is used to calculate an employee's years of service.
SERVICE_YEARS	Employee's years of service, calculated from his or her start date.
STATE_REGION_CD	State or region code. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.
STECLASS	A Saratoga classification into Manager, Executive, and Staff groupings. Used for certain HCM measures.
USER_NM	Employee's User Name. This contains the same value as the employee's User Name populated in The User Manager plug-in in SAS Management Console.
WKDAY	A number representing the day of the week of the absence. 1 = Sunday, 2 = Monday, 3 = Tuesday, and so on.

Table 176 ACTHIST Table

Column Name	Comment
_LASTREC	Given a value of Y if this is the last record for the employee.
ACTION_DT	The date of the employee action.
ACTION_SEQ_NO	Determines the correct sequence of actions for employee actions that occur on the same day.
ACTION_TYPE_CD	Code for a type of employee action. Typical employee actions are probation, performance improvement plan, and suspension.
ANNUAL_SALARY	The employee's annualized salary. This column contains a calculated value for pay frequencies other than Yearly.
CURRENCY_CD	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar, and EUR = euro.
DISCIPLINARY_ACTION_FLG	Flag indicating if an employee is on disciplinary action.
EMPLOYEE_ACTION_REASON_CD	Code for a reason for an employee action. For example, "promotion" is a reason for a pay raise.
EMPLOYEE_ID	Business key identifying the employee.
EMPLOYEE_PAID_FREQUENCY_CD	Unique code for a time frequency or time span. Defines the type of time frequency. For example: week, bi-weekly, month, or year.
EMPLOYEE_STATUS_CD	Code that defines the employment status of an employee.
EMPLOYEE_TYPE_CD	A unique code to indicate an employee's employment type. For example, RFT for regular full-time, RPT for regular part-time.
EVALUATION_RESULT_CD	The result of an employee's evaluation.

Column Name	Comment
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.
FLSA_STATUS_CD	Employee Fair Labor Standards Act (FLSA) status code. Can be the same as the exempt status code. Specific to the United States.
FTE_RT	Fulltime equivalence ratio, bounded by 0 and 1, where halftime = 0.5 and fulltime = 1.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HOURLY_SALARY	The hourly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
HOURS_PER_WEEK_CNT	Number of hours per week that an employee works.
INTORG_HR	The department that an employee is in. The name "INTORG_HR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MAIN, for example), then this column's name will be MAIN rather than INTORG_HR.
INTORG_MGR	The employee's manager (Manager's employee ID). The name "INTORG_MGR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MANAGER, for example), then this column's name will be MANAGER rather than INTORG_MGR.
JOB_CD	A code that represents a job within the company.
MONTHLY_SALARY	The monthly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
ONPAYRL	Flags whether or not an employee is on the payroll. Used as a factor for certain HCM measures.
PAY_FREQUENCY_CD	Frequency at which the employee is paid. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PAY_LEVEL_STRUCTURE_CD	A unique code for a pay grade.
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
POSITION_CD	A code that represents a position within the company.
VALID_TO_DT	Valid end date for the record.

Table 177 ACTHMAST Table

Column Name	Comment
_LASTREC	Given a value of Y if this is the last record for the employee.
ACTION_DT	The date of the employee action.
ACTION_MONTH	A number representing the month of the employee action. 1 = January, 2 = February, 3 = March, and so on.
ACTION_SEQ_NO	Determines the correct sequence of actions for employee actions that occur on the same day.
ACTION_TYPE_CD	Code for a type of employee action. Typical employee actions are probation, performance improvement plan, and suspension.
ACTION_YEAR	The year of the employee action.
ACTIONS	Given a count of 1 for each action. This is used in the summarization for OLAP cubes.
ADDRESS_LINE_1_TXT	First line of the address.
ADDRESS_LINE_2_TXT	Second line of the address.
AGE	Age of employee.
AGE_RANGE	Age-range category of employee.
AMT_OVER_MAXIMUM	The amount that the employee's pay is over his or her pay grade maximum (where applicable).
AMT_UNDER_MINIMUM	The amount that the employee's pay is under his or her pay grade minimum (where applicable).
ANNUAL_SALARY	The employee's annualized salary. This column contains a calculated value for pay frequencies other than Yearly.
BIRTH_DT	Employee's birth date.
CITY_NM	Employee's city.
COMRATIO	A ratio of the employee's salary to the employee's pay grade mid-point.
COUNTRY_CD	This column contains the three-character ISO 3166 standard code for a country. For example, AFG = Afghanistan and ALB = Albania.
COUNTY_NM	County name. Used by the Geographic Analysis.
CURRENCY_CD	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar, and EUR = euro.
DATE_IN_GRADE	The date the employee moved into his or her pay grade.
DATE_IN_JOB	The date the employee moved into his or her job.
DISABILITY_FLG	Flag indicating if an employee has a disability.
DISCIPLINARY_ACTION_FLG	Flag indicating if an employee is on disciplinary action.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EMPLOYEE_ACTION_REASON_CD	Code for a reason for an employee action. For example, "promotion" is a reason for a pay raise.
EMPLOYEE_EMAIL	E-mail address of the employee.
EMPLOYEE_ID	Business key identifying the employee.

Column Name	Comment
EMPLOYEE_NAME	Name of employee.
EMPLOYEE_NO	Employee's employee number. The value in this column does not have to be unique and is not required.
EMPLOYEE_PAID_FREQUENCY_CD	Unique code for a time frequency or time span. Defines the type of time frequency. For example: week, bi-weekly, month, or year.
EMPLOYEE_STATUS_CD	Code that defines the employment status of an employee.
EMPLOYEE_TYPE_CD	A unique code to indicate an employee's employment type. For example, RFT for regular fulltime, or RPT for regular part-time.
ETHNICITY_CD	Code used to define the ethnicity.
EVALUATION_RESULT_CD	The result of an employee's evaluation.
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.
FLSA_STATUS_CD	Employee Fair Labor Standards Act (FLSA) status code. Can be the same as the exempt status code. Specific to the United States.
FTE_RT	Fulltime equivalence ratio, bounded by 0 and 1, where halftime = 0.5 and fulltime = 1.
FTEQUIV	The calculated fulltime Annual Pay Equivalent salary.
GENDER_CD	Code used to specify the gender.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HIRE_DT	Employee's hire date.
HOURLY_SALARY	The hourly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
HOURS_PER_WEEK_CNT	Number of hours per week that an employee works.
INTORG_HR	The department that an employee is in. The name "INTORG_HR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MAIN, for example), then this column's name will be MAIN rather than INTORG_HR.
INTORG_HR1	Level 1 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR2	Level 2 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR3	Level 3 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.

Column Name	Comment
INTORG_MGR	The employee's manager (Manager's employee ID). The name "INTORG_MGR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name, say MANAGER, then this column's name will be MANAGER rather than INTORG_MGR.
INTORG_MGR1	Level 1 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR2	Level 2 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR3	Level 3 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR4	Level 4 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR5	Level 5 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
JOB_CD	A code that represents a job within the company.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.
JOB_GROUP_DESC	Description of the job group.
JOB_TITLE_TXT	Title for the job.
LENGTH_OF_SERVICE	Category range for years of service. Examples: "1+ to 3 yrs", "3+ to 5 yrs".
MANAGER_ID	Employee ID of the employee's manager.
MANAGER_NAME	Name of the employee's manager.
MAXIMUM_AMT	Maximum amount for the employee's pay grade.
MIDPOINT_AMT	Midpoint amount for the employee's pay grade.
MILITARY_EXPERIENCE_DT	Date that the military experience started.
MINIMUM_AMT	Minimum amount for the employee's pay grade.
MINORITY_FLG	Indicates if the employee is in an ethnic minority classification.
MNMLEV1	Level 1 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV2	Level 2 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV3	Level 3 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.

Column Name	Comment
MNMLEV4	Level 4 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV5	Level 5 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MONTHLY_SALARY	The monthly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
ONPAYRL	Flags whether or not an employee is on the payroll. Used as a factor for certain HCM measures.
OVER40	A flag indicating whether or not the employee is 40 or older. Y = Yes, N = No.
PAY_FREQUENCY_CD	Frequency at which the employee is paid. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PAY_GRADE_FREQUENCY_CD	Time frequency for the employee's pay grade. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PAY_LEVEL_CD	The employee's pay grade.
PAY_LEVEL_STRUCTURE_CD	A unique code for a pay grade.
PAY_LEVEL_TYPE	A unique grouping for the pay grade.
PCT_OVER_MAXIMUM	The percent the employee's pay is over his or her pay grade maximum (where applicable).
PCT_UNDER_MINIMUM	The percent the employee's pay is under his or her pay grade minimum (where applicable).
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
POSITION_CD	A code that represents a position within the company.
POSTAL_CD	Address postal code.
QTR	A number (1, 2, 3, or 4) representing the quarter of the year of the employee action.
RNG_PENE	Range Penetration of the employee's salary in his or her pay grade range.
SERVICE_START_DT	Date an employee began service with the company. This date is used to calculate an employee's years of service.
SERVICE_YEARS	Employee's years of service, calculated from his or her start date.
STATE_REGION_CD	State or region code. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.
STECLASS	A Saratoga classification into Manager, Executive, and Staff groupings. Used for certain HCM measures.
UNION_CD	Unique code indicating labor union.
USER_NM	Employee's User Name. This contains the same value as the employee's User Name populated in The User Manager plug-in in SAS Management Console.
VALID_TO_DT	Valid end date for the record.

Table 178 APPHIST Table

Column Name	Comment
APPLICANT_BIRTH_DT	Birth date of the applicant.
APPLICANT_CITY_NM	City of the applicant.
APPLICANT_COUNTRY_CD	Country of the applicant. A three-character ISO 3166 standard country code. For example, AFG = Afghanistan and ALB = Albania.
APPLICANT_COUNTY_NM	County of the applicant.
APPLICANT_ETHNICITY_CD	Ethnicity of the applicant.
APPLICANT_GENDER_CD	Gender of the applicant.
APPLICANT_INTERVIEWED_FLG	Indicates whether the applicant was interviewed or not.
APPLICANT_NAME	Name of applicant.
APPLICANT_POSTAL_CD	Address postal code.
APPLICANT_SOCIAL_SECURITY_NO	Applicant's social security number. Specific to the United States.
APPLICANT_STATE_REGION_CD	Unique code for applicant's state or region. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.
APPLICATION_DT	Date of the application.
APPLICATION_STATUS_CD	The status of the employment application.
EMPLOYEE_ID	Business key identifying the employee.
EMPLOYMENT_APPLICATION_ID	A unique ID for the employment application.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
POSITION_CD	A code that represents a position within the company.
RECRUITMENT_SOURCE_CD	Code for the recruitment source that the applicant used.
REJECTION_REASON_CD	A code that represents an employment application rejection reason.

Table 179 APPHMAST Table

Column Name	Comment
_LASTREC	Given a value of Y.
APPAGE	Age of the applicant.
APPLICANT_BIRTH_DT	Birth date of the applicant.
APPLICANT_CITY_NM	City of the applicant.
APPLICANT_COUNTRY_CD	Country of the applicant. A three-character ISO 3166 standard country code. For example, AFG = Afghanistan and ALB = Albania.
APPLICANT_COUNTY_NM	County of the applicant.
APPLICANT_ETHNICITY_CD	Ethnicity of the applicant.
APPLICANT_GENDER_CD	Gender of the applicant.
APPLICANT_INTERVIEWED_FLG	Indicates whether the applicant was interviewed or not.
APPLICANT_NAME	Name of applicant.
APPLICANT_POSTAL_CD	Address postal code.
APPLICANT_SOCIAL_SECURITY_NO	Applicant's social security number. Specific to the United States.

Column Name	Comment
APPLICANT_STATE_REGION_CD	Unique code for applicant's state or region. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.
APPLICATION_DT	Date of the application.
APPLICATION_MONTH	A number representing the month of the application. 1 = January, 2 = February, 3 = March, and so on.
APPLICATION_STATUS_CD	The status of the employment application.
APPLICATION_YEAR	Year of the application.
APPOV40	A flag indicating whether the applicant is 40 or older. Y = Yes, N = No.
CNT	Given a count of 1 for each application. This is used in the summarization for OLAP cubes.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EMPLOYEE_ID	Business key identifying the employee.
EMPLOYMENT_APPLICATION_ID	A unique ID for the employment application.
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
INTORG_HR	The department that the applicant position is in. The name "INTORG_HR" correlates to a hierarchy in the WRKGRP table, HIERARCHY_CD column. If the hierarchy has a different name (MAIN, for example), then this column's name will be MAIN rather than INTORG_HR.
INTORG_HR1	Level 1 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR2	Level 2 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR3	Level 3 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
JOB_CD	A code that represents a job within the company.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.
JOB_GROUP_DESC	Description of the job group.
JOB_TITLE_TXT	Title for the job.
MANAGER_ID	Employee ID of the employee's manager.
MANAGER_NAME	Name of the employee's manager.

Column Name	Comment
MNMLEV1	Level 1 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV2	Level 2 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV3	Level 3 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV4	Level 4 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV5	Level 5 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
POSITION_CD	A code that represents a position within the company.
QTR	A number (1, 2, 3, or 4) representing the quarter of the year of the employment application.
RECRUITMENT_SOURCE_CD	Code for the recruitment source that the applicant used.
REJECTION_REASON_CD	A code that represents an employment application rejection reason.
STECLASS	A Saratoga classification into Manager, Executive, and Staff groupings. Used for certain HCM measures.

Table 180 CGRADE Table

Column Name	Comment
ACTIVE_FLG	Indicates whether the pay grade is active or not.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
MAXIMUM_AMT	Maximum amount for the pay grade.
MIDPOINT_AMT	Midpoint amount for the pay grade. This column might not apply to all pay grades.
MIDPOINT_DIFF	The percentage difference between midpoints of successive grades.
MINIMUM_AMT	Minimum amount for the pay grade.
PAY_GRADE_FREQUENCY_CD	Time frequency for the pay grade. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PAY_LEVEL_CD	A code that represents a pay grade.
PAY_LEVEL_DESC	Description of the pay grade.
PAY_LEVEL_STRUCTURE_CD	A unique code for a pay grade. If PAY_LEVEL_CD is unique for each record, then PAY_LEVEL_STRUCTURE_CD and PAY_LEVEL_CD can be the same in every record.
PAY_LEVEL_TYPE	A unique grouping for the pay grade.
RANGE_SPREAD	Percentage difference from the minimum to the maximum of the grade.
VALID_FROM_DT	Valid start date for the record.
VALID_TO_DT	Valid end date for the record.

Table 181 CHURN Table

Column Name	Comment
_LASTREC	Given a value of Y if this is the last record from ACTHIST for the employee.
ACTION_DT	The date of the employee action.
ACTION_MONTH	A number representing the month of the employee action. 1 = January, 2 = February, 3 = March, and so on.
ACTION_SEQ_NO	Determines the correct sequence of actions for employee actions that occur on the same day.
ACTION_TYPE_CD	Code for a type of employee action. Typical employee actions are probation, performance improvement plan, and suspension.
ACTION_YEAR	The year of the employee action.
ACTIONS	Given a count of 1 for each action. This is used in the summarization for OLAP cubes.
ADDRESS_LINE_1_TXT	First line of the address.
ADDRESS_LINE_2_TXT	Second line of the address.
AGE	Age of employee.
AGE_RANGE	Age-range category of employee.
AMT_OVER_MAXIMUM	The amount the employee's pay is over his or her pay grade maximum (where applicable).
AMT_UNDER_MINIMUM	The amount the employee's pay is under his or her pay grade minimum (where applicable).

Column Name	Comment
ANNUAL_SALARY	The employee's annualized salary. This column contains a calculated value for pay frequencies other than Yearly.
BIRTH_DT	Employee's birth date.
CITY_NM	Employee's city.
COMRATIO	A ratio of the employee's salary to the employee's pay grade mid-point.
COUNTRY_CD	This column contains the three-character ISO 3166 standard code for a country. For example, AFG = Afghanistan and ALB = Albania.
COUNTY_NM	County name. Used by the Geographic Analysis.
CURRENCY_CD	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar, and EUR = euro.
DATE_IN_GRADE	The date the employee moved into his or her pay grade.
DATE_IN_JOB	The date the employee moved into his or her job.
DISABILITY_FLG	Flag indicating if an employee has a disability.
DISCIPLINARY_ACTION_FLG	Flag indicating if an employee is on disciplinary action.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EMPLOYEE_ACTION_REASON_CD	Code for a reason for an employee action. For example, "promotion" is a reason for a pay raise.
EMPLOYEE_EMAIL	E-mail address of the employee.
EMPLOYEE_ID	Business key identifying the employee.
EMPLOYEE_NAME	Name of employee.
EMPLOYEE_NO	Employee's employee number. The value in this column does not have to be unique and is not required.
EMPLOYEE_PAID_FREQUENCY_CD	Unique code for a time frequency or time span. Defines the type of time frequency. For example: week, bi-weekly, month, or year.
EMPLOYEE_STATUS_CD	Code that defines the employment status of an employee.
EMPLOYEE_TYPE_CD	A unique code to indicate an employee's employment type. For example, RFT for regular fulltime, or RPT for regular part-time.
ETHNICITY_CD	Code used to define the ethnicity.
EVALUATION_RESULT_CD	The result of an employee's evaluation.
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.
FLSA_STATUS_CD	Employee Fair Labor Standards Act (FLSA) status code. Can be the same as the exempt status code. Specific to the United States.
FTE_RT	Fulltime equivalence ratio, bounded by 0 and 1, where halftime = 0.5 and fulltime = 1.
FTEQUIV	The calculated fulltime Annual Pay Equivalent salary.
GENDER_CD	Code used to specify the gender.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HIRE_DT	Employee's hire date.

Column Name	Comment
HOURLY_SALARY	The hourly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
HOURS_PER_WEEK_CNT	Number of hours per week that an employee works.
INTORG_HR	The department that an employee is in. The name "INTORG_HR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MAIN, for example), then this column's name will be MAIN rather than INTORG_HR.
INTORG_HR1	Level 1 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR2	Level 2 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR3	Level 3 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR	The employee's manager (Manager's employee ID). The name "INTORG_MGR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MANAGER, for example), then this column's name will be MANAGER rather than INTORG_MGR.
INTORG_MGR1	Level 1 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR2	Level 2 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR3	Level 3 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR4	Level 4 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR5	Level 5 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
JOB_CD	A code that represents a job within the company.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.
JOB_GROUP_DESC	Description of the job group.
JOB_TITLE_TXT	Title for the job.
LENGTH_OF_SERVICE	Category range for years of service. Examples: "1+ to 3 yrs", "3+ to 5 yrs".

Column Name	Comment
MANAGER_ID	Employee ID of the employee's manager.
MANAGER_NAME	Name of the employee's manager.
MAXIMUM_AMT	Maximum amount for the employee's pay grade.
MIDPOINT_AMT	Midpoint amount for the employee's pay grade.
MILITARY_EXPERIENCE_DT	Date that the military experience started.
MINIMUM_AMT	Minimum amount for the employee's pay grade.
MINORITY_FLG	Indicates if the employee is in an ethnic minority classification.
MNMLEV1	Level 1 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV2	Level 2 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV3	Level 3 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV4	Level 4 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV5	Level 5 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MONTHLY_SALARY	The monthly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
ONPAYRL	Flags whether or not an employee is on the payroll. Used as a factor for certain HCM measures.
OVER40	A flag indicating whether or not the employee is 40 or older. Y = Yes, N = No.
PAY_FREQUENCY_CD	Frequency at which the employee is paid. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PAY_GRADE_FREQUENCY_CD	Time frequency for the employee's pay grade. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PAY_LEVEL_CD	The employee's pay grade.
PAY_LEVEL_STRUCTURE_CD	A unique code for a pay grade.
PAY_LEVEL_TYPE	A unique grouping for the pay grade.
PCT_OVER_MAXIMUM	The percent the employee's pay is over his or her pay grade maximum (where applicable).
PCT_UNDER_MINIMUM	The percent the employee's pay is under his or her pay grade minimum (where applicable).
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
PINTORG_HR	Employee's previous department prior to the Internal Transfer action.

Column Name	Comment
POSITION_CD	A code that represents a position within the company.
POSTAL_CD	Address postal code.
QTR	A number (1, 2, 3, or 4) representing the quarter of the year of the internal transfer action.
RNG_PENE	Range Penetration of the employee's salary in his or her pay grade range.
SERVICE_START_DT	Date an employee began service with the company. This date is used to calculate an employee's years of service.
SERVICE_YEARS	Employee's years of service, calculated from his or her start date.
STATE_REGION_CD	State or region code. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.
STECLASS	A Saratoga classification into Manager, Executive, and Staff groupings. Used for certain HCM measures.
USER_NM	Employee's User Name. This contains the same value as the employee's User Name populated in The User Manager plug-in in SAS Management Console.
VALID_TO_DT	Valid end date for the record.

Table 182 CJOBS Table

Column Name	Comment
ACTIVE_FLG	Indicates whether the job is active or not.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
JOB_CD	A code that represents a job within the company.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.
JOB_GROUP_DESC	Description of the job group.
JOB_TITLE_TXT	Title for the job.
VALID_FROM_DT	Valid start date for the record.
VALID_TO_DT	Valid end date for the record.

Table 183 COMPHIST Table

Column Name	Comment
COMPENSATION_AMT	Amount of compensation paid to the employee.
COMPENSATION_TYPE_CD	Type of compensation.
EMPLOYEE_ID	Business key identifying the employee.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
PAYMENT_DT	Date that the compensation was paid.

Table 184 CWRKGRP Table

Column Name	Comment
GRPDESC	Description of the Organization Report Group.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HIERARCHY_CD	Code designating the Organizational Hierarchy defined in this table. Multiple organizational hierarchies can be defined in this table.
INTORG	Code for a department or manager. This is the child of PARENT_INTORG.
MANAGER_ID	Employee ID of the employee's manager.
MANAGER_NAME	Name of the employee's manager.
PARENT_INTORG	Code for a department or manager. This is the parent of INTORG.
VALID_FROM_DT	Valid start date for the record.
VALID_TO_DT	Valid end date for the record.

Table 185 EDUHIST Table

Column Name	Comment
_LASTREC	A flag that designates whether or not this is the last record for an employee's educational enrollment. Value of Y or N.
ACADEMIC_CREDIT_CD	Code that indicates the type of credit awarded by the institution. Examples: A = adult credits, C = continuing education units, N = no credit, Q = quarter-hour credit.
ACADEMIC_CREDIT_HRS_ATTPD_NO	Total number of credits or credit hours attempted and earned and included in this summary. Examples: Credit hours to be included, if available, are credits for which non-punitive grades such as "I" or "W" or "Audit" were awarded.
ACADEMIC_CREDIT_HRS_ERND_NO	Total number of credits or credit hours included on the record for this particular summary. This is normally all credits for which the student paid, whether or not the credits were used to calculate the grade point average.
ACADEMIC_CREDIT_HRS_INCLD_NO	Total number of credits or credit hours included in the grade point average for this particular summary. Inclusion or exclusion of certain credits depends on the policy of the sending institution.
ACADEMIC_HONORS_CD	Code for any academic honors associated with the degree. Example: magna cum laude.
ADDRESS_LINE_1_SCHOOL	First line of school address.
ADDRESS_LINE_2_SCHOOL	Second line of school address.
ANTICIPATED_GRADUATION_DT	Date on which the student is scheduled to graduate.
ATTENDANCE_END_DT	Ending date of attendance at an educational institution.
ATTENDANCE_START_DT	Beginning date of attendance at an educational institution.
ATTENDANCE_STATUS_CD	Code for the status of the student. Examples: A student transfers from the School of Business to the School of Journalism. The first record shows the School of Business with an attendance status code of TRNSFR and the second record shows the School of Journalism with an attendance status code of ATTENDING.
CITY_NM_SCHOOL	City of the school.
CLASS_RANK_NO	A student's numerical class rank with the highest student in the class having a rank or position of 1.

Column Name	Comment
COMMENTS_TXT	Comments relating to education.
COUNTRY_CD_SCHOOL	This column contains the two-character ISO 3166 standard code for a country. For example, AF = Afghanistan and AL = Albania.
COURSE_LEVEL_CD	Code established by the National Center for Education Statistics to indicate the level and/or the type of work, which is reflected in the grade average and the credit hours. Examples: 1 = Remedial; 2 = Basic; 3 = Teacher's Aide; 4 = General; A = Summary of all courses taken at all institutions; AR = Academic Renewal.
CUMULATIVE_SUMMARY_FLG	Flag that indicates whether this is a summary of all work included in the record.
CURRENTLY_ENROLLED_FLG	Indicates whether the person is currently enrolled as a student.
DEGREE_CONCENTRATION_CD	Code for the Emphasis associated with a major or field of study. Example: A masters degree in mathematics with a concentration in bioinformatics.
DEGREE_DESCRIPTION	Description of the degree that was attained.
DEGREE_OPTION_CD	Code for the official name of a major option associated with the student's degree title. Examples: A particular institution might require its Civil Engineering majors to select either a mechanical engineering option or a structural engineering option.
DEGREE_PROGRAM_CD	Code reflecting the program associated with the course of study.
DEGREE_TYPE_CD	Code for the type of degree. Examples: doctorate, masters, bachelors, associate certificate.
EDUCATION_ACHIEVEMENT_NM	Name of the educational achievement attained.
EDUCATION_HISTORY_ID	Unique ID for the employee's education history record.
EDUCATION_VALUE_SYSTEM_CD	Code for the scale against which the educational measure can be compared. Business Rules: For a grade point average (GPA), this might contain the highest GPA that can be attained at this institution. For a class rank, this might contain the size of the class.
EDUHIST_SEQ_NO	Determines the correct sequence of employee education history records that occur on the same day. The table should be sorted by EDUCATION_HISTORY_ID, VALID_FROM_DT, and then EDUHIST_SEQ_NO.
EMPLOYEE_ID	Business key identifying the employee.
ENROLLMENT_STATUS_CD	Code for enrollment status. Examples: regular, night, continuing education.
EXAM_PASSED_FLG	Flag indicates the individual passed an exam related to or required for the education.
EXAM_REQUIRED_FLG	Flag indicating if an exam is required to complete the education.
EXCESSIVE_VALUE_FLG	Flag that indicates whether an excessive value is possible on the relevant scale or rating system. Examples: A "False" value indicates that it is not possible to have a higher grade point average (GPA) than indicated in range maximum. A "True" value indicates it is possible to have a higher GPA than indicated.
FICE_CD	The institution's FICE code as identified by the Federal Interagency Committee on Education. FICE codes are assigned by the U.S. Department of Education and are used as the primary identifiers for academic institutions.
GOOD_STUDENT_FLG	Flag that indicates whether the person is a good student under the criteria established by the school. Good students might be eligible for insurance discounts.

Column Name	Comment
GPA_NO	A student's numerical grade point average.
GRADUATING_DEGREE_CD	Code that indicates whether a diploma or certification is issued at the completion of the education. Examples: Graduating, Qualifying, Certification.
GRADUATION_DT	Date that the student graduated from the academic program.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HONORS_PROGRAM_CD	Code for any honors program associated with the degree.
INTERNET_DOMAIN_NM	A domain name intended as a practical identifier for the organization, typically used for Web and e-mail. Not intended as a Web address (URL). Examples: microsoft.com, bund.de, google.com.
MAJOR1_NM	Name of the first major degree.
MAJOR2_NM	Name of the second major degree.
MINOR1_NM	Name of the first minor degree.
MINOR2_NM	Name of the second minor degree.
OTHER_HONORS_CD	Code for any other honors that the student received. Example: Phi Beta Kappa.
POSTAL_CD_SCHOOL	Address postal code of the school.
SCHOOL_DEPT_NM	Name of the school department.
SCHOOL_DEPT_TYPE_CD	A type code for a school department. Examples: "CS" for Computer Science, "PT" for Physical Therapy.
SCHOOL_NAME_TYPE_CD	Type code to qualify the school name. Can be used as a broader level classification of the school or institution.
SCHOOL_NM	Name of the educational institution.
SCHOOL_TYPE_CD	Type code used to distinguish different types of educational institutions. Examples: community college, trade school, university.
STATE_REGION_CD_SCHOOL	State or region code for the school. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.
STUDENT_IN_GOOD_STANDING_FLG	Indicates whether the person in question is a student in good standing. This is frequently a value returned in response to checks to verify a dependent student's eligibility for insurance under a parent's insurance policy.
TERMINAL_DEGREE_FLG	A flag to indicate the highest academic degree in a field of study. If a doctorate is the highest degree that a field offers, then it is the terminal degree. If a bachelors or masters are the highest degree available in the field, then that is the terminal degree.
TOTAL_STUDENTS_NO	Total number of students in the class, which is used to help position the student's rank.
TUITION_ASSISTANCE_FLG	Flag indicating if the student received tuition assistance to attain the education.
VALID_FROM_DT	Valid start date for the record.
VALID_TO_DT	Valid end date for the record.

Table 186 EDUVAL Table

Column Name	Comment
_LASTREC	A flag that designates whether or not this is the last record for an employee's educational enrollment assessment values. Value of Y or N.
EDUCATION_HISTORY_ID	Unique ID for the employee's education history record.
EDUCATION_NUM_MAX_VAL	Contains the highest possible numeric value on the scale or rating system. Used in conjunction with the EDUCATION_NUM_MIN_VAL column to define the measurement bounds.
EDUCATION_NUM_MIN_VAL	Contains the lowest possible numeric value on the scale or rating system. Used in conjunction with the EDUCATION_NUM_MAX_VAL column to define the measurement bounds.
EDUCATION_NUM_VAL	Numeric value of the educational performance of the person, within the bounds set in the EDUCATION_NUM_MAX_VAL column and EDUCATION_NUM_MIN_VAL column. Examples: If Education Value Type is Grade Point Average (GPA), then this column might contain a value of 3.5. If Education Value Type is Rank in Class, then this column might contain a value of 130, ranked 130 out of 5000.
EDUCATION_STR_MAX_VAL	Used in conjunction with the EDUCATION_STR_MIN_VAL column to identify the low and high measurement bounds. Represents the highest possible string value on the scale or rating system. Example: If Education Value Type is Pass/Fail and the employee passed, then this column contains PASS.
EDUCATION_STR_MIN_VAL	Used in conjunction with the EDUCATION_STR_MAX_VAL column to identify the low and high measurement bounds. Contains the lowest possible string value on the scale or rating system. Example: If Education Value Type is Pass/Fail, then this column contains FAIL.
EDUCATION_STR_VAL	Represents the value of the educational performance of the person. Example: If Education Value Type is Pass/Fail, and the employee passed, this column contains PASS.
EDUCATION_VALUE_TYPE_CD	Code for type of education value. Examples: grade point average, rank in class. Used as part of the measurement of the academic performance of the person who has the education.
EDUVAL_SEQ_NO	Determines the correct sequence of employee Education Assessment records that occur on the same day. The table should be sorted by EDUCATION_HISTORY_ID, EDUCATION_VALUE_TYPE_CD, VALID_FROM_DT, and then EDUVAL_SEQ_NO.
EMPLOYEE_ID	Business key identifying the employee.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
SCHOOL_DEPT_NM	Name of the school department.
SCHOOL_NM	Name of the educational institution.
VALID_FROM_DT	Valid start date for the record.
VALID_TO_DT	Valid end date for the record.

Table 187 EMPGEN Table

Column Name	Comment
ADDRESS_LINE_1_TXT	First line of the address.
ADDRESS_LINE_2_TXT	Second line of the address.
BIRTH_DT	Employee's birth date.
CITIZENSHIP_COUNTRY_CD	Country of citizenship. The three-character ISO 3166 standard code for a country. For example, AFG = Afghanistan and ALB = Albania.
CITY_NM	Employee's city.
COUNTRY_CD	This column contains the three-character ISO 3166 standard code for a country. For example, AFG = Afghanistan and ALB = Albania.
COUNTY_NM	County name. Used by the Geographic Analysis.
DISABILITY_FLG	Flag indicating if an employee has a disability.
EMPLOYEE_EMAIL	E-mail address of the employee.
EMPLOYEE_ID	Business key identifying the employee.
EMPLOYEE_NAME	Name of employee.
EMPLOYEE_NO	Employee's employee number. The value in this column does not have to be unique and is not required.
ETHNICITY_CD	Code used to define the ethnicity.
GENDER_CD	Code used to specify the gender.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HIRE_DT	Employee's hire date.
MARITAL_STATUS_CD	Code indicating marital status.
MILITARY_EXPERIENCE_DT	Date that the military experience started.
MILITARY_EXPERIENCE_TYPE_CD	Military status or experience. Used to show an employee's military or veteran status.
MINORITY_FLG	Indicates if the employee is in an ethnic minority classification.
POSTAL_CD	Address postal code.
SERVICE_START_DT	Date an employee began service with the company. This date is used to calculate an employee's years of service.
SOCIAL_SECURITY_NO	Employee's social security number. Specific to the United States.
STATE_REGION_CD	State or region code. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.
UNION_CD	Unique code indicating labor union.
USER_NM	Employee's User Name. This contains the same value as the employee's User Name populated in The User Manager plug-in in SAS Management Console.
VALID_FROM_DT	Valid start date for the record.
VALID_TO_DT	Valid end date for the record.

Table 188 EMPMAST Table

Column Name	Comment
_LASTREC	Given a value of Y if this is the last record from ACTHIST for the employee.
ADDRESS_LINE_1_TXT	First line of the address.
ADDRESS_LINE_2_TXT	Second line of the address.
AGE	Age of employee.
AGE_RANGE	Age-range category of employee.
AMT_OVER_MAXIMUM	The amount the employee's pay is over his or her pay grade maximum (where applicable).
AMT_UNDER_MINIMUM	The amount the employee's pay is under his or her pay grade minimum (where applicable).
ANNUAL_SALARY	The employee's annualized salary. This column contains a calculated value for pay frequencies other than Yearly.
BIRTH_DT	Employee's birth date.
CITIZENSHIP_COUNTRY_CD	Country of citizenship. The three-character ISO 3166 standard code for a country. For example, AFG = Afghanistan and ALB = Albania.
CITY_NM	Employee's city.
COMRATIO	A ratio of the employee's salary to the employee's pay grade mid-point.
COUNTRY_CD	This column contains the three-character ISO 3166 standard code for a country. For example, AFG = Afghanistan and ALB = Albania.
COUNTY_NM	County name. Used by the Geographic Analysis.
CURRENCY_CD	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar, and EUR = euro.
DISABILITY_FLG	Flag indicating if an employee has a disability.
DISCIPLINARY_ACTION_FLG	Flag indicating if an employee is on disciplinary action.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EMPLOYEE_EMAIL	E-mail address of the employee.
EMPLOYEE_ID	Business key identifying the employee.
EMPLOYEE_NAME	Name of employee.
EMPLOYEE_NO	Employee's employee number. The value in this column does not have to be unique and is not required.
EMPLOYEE_PAID_FREQUENCY_CD	Unique code for a time frequency or time span. Defines the type of time frequency. For example: week, bi-weekly, month, or year.
EMPLOYEE_STATUS_CD	Code that defines the employment status of an employee.
EMPLOYEE_TYPE_CD	A unique code to indicate an employee's employment type. For example, RFT for regular fulltime, or RPT for regular part-time.
ETHNICITY_CD	Code used to define the ethnicity.
EVALUATION_RESULT_CD	The result of an employee's evaluation.
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.

Column Name	Comment
FLSA_STATUS_CD	Employee Fair Labor Standards Act (FLSA) status code. Can be the same as the exempt status code. Specific to the United States.
FTE_RT	Fulltime equivalence ratio, bounded by 0 and 1, where halftime = 0.5 and fulltime = 1.
FTEQUIV	The calculated fulltime Annual Pay Equivalent salary.
GENDER_CD	Code used to specify the gender.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HIRE_DT	Employee's hire date.
HOURLY_SALARY	The hourly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
HOURS_PER_WEEK_CNT	Number of hours per week that an employee works.
INTORG_HR	The department that an employee is in. The name "INTORG_HR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MAIN, for example), then this column's name will be MAIN rather than INTORG_HR.
INTORG_HR1	Level 1 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR2	Level 2 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR3	Level 3 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR	The employee's manager (Manager's employee ID). The name "INTORG_MGR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MANAGER, for example), then this column's name will be MANAGER rather than INTORG_MGR.
INTORG_MGR1	Level 1 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR2	Level 2 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR3	Level 3 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR4	Level 4 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.

Column Name	Comment
INTORG_MGR5	Level 5 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
JOB_CD	A code that represents a job within the company.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.
JOB_GROUP_DESC	Description of the job group.
JOB_TITLE_TXT	Title for the job.
LENGTH_OF_SERVICE	Category range for years of service. Examples: "1+ to 3 yrs", "3+ to 5 yrs".
MANAGER_ID	Employee ID of the employee's manager.
MANAGER_NAME	Name of the employee's manager.
MARITAL_STATUS_CD	Code indicating marital status.
MAXIMUM_AMT	Maximum amount for the employee's pay grade.
MIDPOINT_AMT	Midpoint amount for the employee's pay grade.
MILITARY_EXPERIENCE_DT	Date that the military experience started.
MILITARY_EXPERIENCE_TYPE_CD	Military status or experience. Used to show an employee's military or veteran status.
MINIMUM_AMT	Minimum amount for the employee's pay grade.
MINORITY_FLG	Indicates if the employee is in an ethnic minority classification.
MNMLEV1	Level 1 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV2	Level 2 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV3	Level 3 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV4	Level 4 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV5	Level 5 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MONTHLY_SALARY	The monthly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
ONPAYRL	Flags whether or not an employee is on the payroll. Used as a factor for certain HCM measures.
OVER40	A flag indicating whether or not the employee is 40 or older. Y = Yes, N = No.

Column Name	Comment
PAY_FREQUENCY_CD	Frequency at which the employee is paid. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PAY_GRADE_FREQUENCY_CD	Time frequency for the employee's pay grade. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PAY_LEVEL_CD	The employee's pay grade.
PAY_LEVEL_STRUCTURE_CD	A unique code for a pay grade.
PAY_LEVEL_TYPE	A unique grouping for the pay grade.
PCT_OVER_MAXIMUM	The percent the employee's pay is over his or her pay grade maximum (where applicable).
PCT_UNDER_MINIMUM	The percent the employee's pay is under his or her pay grade minimum (where applicable).
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
POSITION_CD	A code that represents a position within the company.
POSTAL_CD	Address postal code.
RNG_PENE	Range Penetration of the employee's salary in his or her pay grade range.
SERVICE_START_DT	Date an employee began service with the company. This date is used to calculate an employee's years of service.
SERVICE_YEARS	Employee's years of service, calculated from his or her start date.
SOCIAL_SECURITY_NO	Employee's social security number. Specific to the United States.
STATE_REGION_CD	State or region code. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.
STECLASS	A Saratoga classification into Manager, Executive, and Staff groupings. Used for certain HCM measures.
UNION_CD	Unique code indicating labor union.
USER_NM	Employee's User Name. This contains the same value as the employee's User Name populated in The User Manager plug-in in SAS Management Console.
VALID_FROM_DT	Valid start date for the record.
VALID_TO_DT	Valid end date for the record.

Table 189 EMPSCORES Table

Column Name	Comment
_LASTREC	Given a value of Y if this is the last record from ACTHIST for the employee.
ADDRESS_LINE_1_TXT	First line of the address.
ADDRESS_LINE_2_TXT	Second line of the address.
AGE	Age of employee.
AGE_RANGE	Age-range category of employee.
AMT_OVER_MAXIMUM	The amount the employee's pay is over his or her pay grade maximum (where applicable).
AMT_UNDER_MINIMUM	The amount the employee's pay is under his or her pay grade minimum (where applicable).

Column Name	Comment
ANNUAL_SALARY	The employee's annualized salary. This column contains a calculated value for pay frequencies other than Yearly.
BIRTH_DT	Employee's birth date.
CITIZENSHIP_COUNTRY_CD	Country of citizenship. The three-character ISO 3166 standard code for a country. For example, AFG = Afghanistan and ALB = Albania.
CITY_NM	Employee's city.
COMRATIO	A ratio of the employee's salary to the employee's pay grade mid-point.
COUNTRY_CD	This column contains the three-character ISO 3166 standard code for a country. For example, AFG = Afghanistan and ALB = Albania.
COUNTY_NM	County name. Used by the Geographic Analysis.
CURRENCY_CD	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar, and EUR = euro.
DISABILITY_FLG	Flag indicating if an employee has a disability.
DISCIPLINARY_ACTION_FLG	Flag indicating if an employee is on disciplinary action.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EMPLOYEE_EMAIL	E-mail address of the employee.
EMPLOYEE_ID	Business key identifying the employee.
EMPLOYEE_NAME	Name of employee.
EMPLOYEE_NO	Employee's employee number. The value in this column does not have to be unique and is not required.
EMPLOYEE_PAID_FREQUENCY_CD	Unique code for a time frequency or time span. Defines the type of time frequency. For example: week, bi-weekly, month, year.
EMPLOYEE_STATUS_CD	Code that defines the employment status of an employee.
EMPLOYEE_TYPE_CD	A unique code to indicate an employee's employment type. For example, RFT for regular fulltime, RPT for regular part-time.
ETHNICITY_CD	Code used to define the ethnicity.
EVALUATION_RESULT_CD	The result of an employee's evaluation.
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.
FLSA_STATUS_CD	Employee Fair Labor Standards Act (FLSA) status code. Can be the same as the exempt status code. Specific to the United States.
FTE_RT	Fulltime equivalence ratio, bounded by 0 and 1, where halftime = 0.5 and fulltime = 1.
FTEQUIV	The calculated fulltime Annual Pay Equivalent salary.
GENDER_CD	Code used to specify the gender.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HIRE_DT	Employee's hire date.
HOURLY_SALARY	The hourly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.

Column Name	Comment
HOURS_PER_WEEK_CNT	Number of hours per week that an employee works.
INTORG_HR	The department that an employee is in. The name "INTORG_HR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MAIN, for example), then this column's name will be MAIN rather than INTORG_HR.
INTORG_HR1	Level 1 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR2	Level 2 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR3	Level 3 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR	The employee's manager (Manager's employee ID). The name "INTORG_MGR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MANAGER, for example), then this column's name will be MANAGER rather than INTORG_MGR.
INTORG_MGR1	Level 1 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR2	Level 2 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR3	Level 3 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR4	Level 4 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR5	Level 5 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
JOB_CD	A code that represents a job within the company.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.
JOB_GROUP_DESC	Description of the job group.
JOB_TITLE_TXT	Title for the job.
LENGTH_OF_SERVICE	Category range for years of service. Examples: "1+ to 3 yrs", "3+ to 5 yrs".
MANAGER_ID	Employee ID of the employee's manager.
MANAGER_NAME	Name of the employee's manager.

Column Name	Comment
MARITAL_STATUS_CD	Code indicating marital status.
MAXIMUM_AMT	Maximum amount for the employee's pay grade.
MIDPOINT_AMT	Midpoint amount for the employee's pay grade.
MILITARY_EXPERIENCE_DT	Date that the military experience started.
MILITARY_EXPERIENCE_TYPE_CD	Military status or experience. Used to show an employee's military or veteran status.
MINIMUM_AMT	Minimum amount for the employee's pay grade.
MINORITY_FLG	Indicates if the employee is in an ethnic minority classification.
MNMLEV1	Level 1 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV2	Level 2 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV3	Level 3 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV4	Level 4 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV5	Level 5 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MONTHLY_SALARY	The monthly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
ONPAYRL	Flags whether or not an employee is on the payroll. Used as a factor for certain HCM measures.
OVER40	A flag indicating whether or not the employee is 40 or older. Y = Yes, N = No.
P_VTERM_F1	Probability that an employee will terminate, expressed as a decimal less than or equal to 1.
PAY_FREQUENCY_CD	Frequency at which the employee is paid. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PAY_GRADE_FREQUENCY_CD	Time frequency for the employee's pay grade. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PAY_LEVEL_CD	The employee's pay grade.
PAY_LEVEL_STRUCTURE_CD	A unique code for a pay grade.
PAY_LEVEL_TYPE	A unique grouping for the pay grade.
PCT_OVER_MAXIMUM	The percent the employee's pay is over his or her pay grade maximum (where applicable).

Column Name	Comment
PCT_UNDER_MINIMUM	The percent the employee's pay is under his or her pay grade minimum (where applicable).
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
POSITION_CD	A code that represents a position within the company.
POSTAL_CD	Address postal code.
RNG_PENE	Range Penetration of the employee's salary in his or her pay grade range.
SERVICE_START_DT	Date an employee began service with the company. This date is used to calculate an employee's years of service.
SERVICE_YEARS	Employee's years of service, calculated from his or her start date.
SOCIAL_SECURITY_NO	Employee's social security number. Specific to the United States.
STATE_REGION_CD	State or region code. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.
STECLASS	A Saratoga classification into Manager, Executive, and Staff groupings. Used for certain HCM measures.
UNION_CD	Unique code indicating labor union.
USER_NM	Employee's User Name. This contains the same value as the employee's User Name populated in The User Manager plug-in in SAS Management Console.
VALID_FROM_DT	Valid start date for the record.
VALID_TO_DT	Valid end date for the record.
VTGROUP	A grouping of employees by risk of termination. 0 = Low risk, 1 = Moderate risk, 2 = High risk.
VTSCORE	Risk of termination numerical score.

Table 190 GRADE Table

Column Name	Comment
ACTIVE_FLG	Indicates whether the pay grade is active or not.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
MAXIMUM_AMT	Maximum amount for the pay grade.
MIDPOINT_AMT	Midpoint amount for the pay grade. This column might not apply to all pay grades.
MINIMUM_AMT	Minimum amount for the pay grade.
PAY_GRADE_FREQUENCY_CD	Time frequency for the pay grade. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PAY_LEVEL_CD	A code that represents a pay grade.
PAY_LEVEL_DESC	Description of the pay grade.
PAY_LEVEL_STRUCTURE_CD	A unique code for a pay grade. If PAY_LEVEL_CD is unique for each record, then PAY_LEVEL_STRUCTURE_CD and PAY_LEVEL_CD can be the same in every record.
PAY_LEVEL_TYPE	A unique grouping for the pay grade.
VALID_FROM_DT	Valid start date for the record.
VALID_TO_DT	Valid end date for the record.

Table 191 HCMMONTHFORECAST Table

Column Name	Comment
ABSOLUTELOWER_CHURN	The difference between the predicted value and lower confidence limit value for internal movement.
ABSOLUTELOWER_HEADCNTCHG	The difference between the predicted value and lower confidence limit value for change in head count.
ABSOLUTELOWER_NHIRES	The difference between the predicted value and lower confidence limit value for new hires.
ABSOLUTEUPPER_CHURN	The difference between the predicted value and upper confidence limit value for internal movement.
ABSOLUTEUPPER_HEADCNTCHG	The difference between the predicted value and upper confidence limit value for head count change.
ABSOLUTEUPPER_NHIRES	The difference between the predicted value and upper confidence limit value for new hires.
CHURN	Historical data values for internal movement.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EVALUATION_RESULT_CD	The result of an employee's evaluation.
FORECAST_CHURN	Contains the adjusted historical values and the forecast values for internal movement.
FORECAST_HEADCNTCHG	Contains the adjusted historical values and the forecast values for change in headcount.
FORECAST_NHIRES	Contains the adjusted historical values and the forecast values for new hires.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HEADCNTCHG	Change in employee headcount.
HLEVEL	The level in the hierarchy variable used.
INTORG_HR3	Level 3 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR1	Level 1 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR2	Level 2 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR3	Level 3 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.

Column Name	Comment
INTORG_MGR4	Level 4 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR5	Level 5 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.
LOWER_CHURN	Lower confidence limit for forecast values of internal movement.
LOWER_HEADCNTCHG	Lower confidence limit for forecast values of head count change.
LOWER_NHIRES	Lower confidence limit for forecast values of new hires.
NHIRES	Historical data values for new hires.
PERCENTAGELOWER_CHURN	Percentage difference between the forecast value and lower confidence limit for forecast value of internal movement.
PERCENTAGELOWER_HEADCNTCHG	Percentage difference between the forecast value and lower confidence limit for forecast value of change in head count change.
PERCENTAGELOWER_NHIRES	Percentage difference between the forecast value and lower confidence limit for forecast value of new hires.
PERCENTAGEUPPER_CHURN	Percentage difference between the forecast value and upper confidence limit for forecast value of internal movement.
PERCENTAGEUPPER_HEADCNTCHG	Percentage difference between the forecast value and upper confidence limit for forecast value of change in head count change.
PERCENTAGEUPPER_NHIRES	Percentage difference between the forecast value and upper confidence limit for forecast value of new hires.
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
PREDICTERR_CHURN	Prediction Errors for forecast values of internal movement.
PREDICTERR_HEADCNTCHG	Prediction Errors for forecast values of head count change.
PREDICTERR_NHIRES	Prediction Errors for forecast values of new hires.
PREDICTSTDERR_CHURN	Prediction Standard Errors for forecast values of internal movement.
PREDICTSTDERR_HEADCNTCHG	Prediction Standard Errors for forecast values of head count change.
PREDICTSTDERR_NHIRES	Prediction Standard Errors for forecast values of new hires.
RANGE_CHURN	Range between the upper and lower confidence limit for forecast values of internal movement.
RANGE_HEADCNTCHG	Range between the upper and lower confidence limit for forecast values of head count change.
RANGE_NHIRES	Range between the upper and lower confidence limit for forecast values of new hires.
UNION_CD	Unique code indicating labor union.
UPPER_CHURN	Upper confidence limit for forecast values of internal movements.
UPPER_HEADCNTCHG	Upper confidence limit for forecast values of head count change.
UPPER_NHIRES	Upper confidence limit for forecast values of new hires.
VALID_DT	The time value of the historical and forecast values.

Table 192 HCMQTRFORECAST Table

Column Name	Comment
ABSOLUTELOWER_HEADCNT	The difference between the predicted value and lower confidence limit value for head count.
ABSOLUTELOWER_VTERM	The difference between the predicted value and lower confidence limit value for voluntary terminations.
ABSOLUTEUPPER_HEADCNT	The difference between the predicted value and upper confidence limit value for head count.
ABSOLUTEUPPER_VTERM	The difference between the predicted value and upper confidence limit value for voluntary terminations.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EVALUATION_RESULT_CD	The result of an employee's evaluation.
FORECAST_HEADCNT	Contains the adjusted historical values and the forecast values for headcount.
FORECAST_VTERM	Contains the adjusted historical values and the forecast values for voluntary terminations.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HEADCNT	Historical data values for headcount.
HLEVEL	The level in the hierarchy variable used.
INTORG_HR3	Level 3 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR1	Level 1 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR2	Level 2 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR3	Level 3 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR4	Level 4 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR5	Level 5 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.

Column Name	Comment
LOWER_HEADCNT	Lower confidence limit for forecast values of head count.
LOWER_VTERM	Lower confidence limit for forecast values of voluntary terminations.
PERCENTAGELOWER_HEADCNT	Percentage difference between the forecast value and lower confidence limit for forecast value of head count.
PERCENTAGELOWER_VTERM	Percentage difference between the forecast value and lower confidence limit for forecast value of voluntary terminations.
PERCENTAGEUPPER_HEADCNT	Percentage difference between the forecast value and upper confidence limit for forecast value of head count.
PERCENTAGEUPPER_VTERM	Percentage difference between the forecast value and upper confidence limit for forecast value of voluntary terminations.
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
PREDICTERR_HEADCNT	Prediction Errors for forecast values of head count.
PREDICTERR_VTERM	Prediction Errors for forecast values of voluntary terminations.
PREDICTSTDERR_HEADCNT	Prediction Standard Errors for forecast values of head count.
PREDICTSTDERR_VTERM	Prediction Standard Errors for forecast values of voluntary terminations.
RANGE_HEADCNT	Range between the upper and lower confidence limit for forecast values of head count change.
RANGE_VTERM	Range between the upper and lower confidence limit for forecast values of voluntary terminations.
UNION_CD	Unique code indicating labor union.
UPPER_HEADCNT	Upper confidence limit for forecast values of head count
UPPER_VTERM	Upper confidence limit for forecast values of voluntary terminations.
VALID_DT	The time value of the historical and forecast values.
VTERM	Historical data values for voluntary terminations.

Table 193 HCMYEARFORECAST Table

Column Name	Comment
ABSOLUTELOWER_ITERM	The difference between the predicted value and lower confidence limit value for involuntary terminations.
ABSOLUTEUPPER_ITERM	The difference between the predicted value and upper confidence limit value for involuntary terminations.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EVALUATION_RESULT_CD	The result of an employee's evaluation.
FORECAST_ITERM	Contains the adjusted historical values and the forecast values for involuntary terminations.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HLEVEL	The level in the hierarchy variable used.
INTORG_HR3	Level 3 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.

Column Name	Comment
INTORG_HR4	Level 4 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR1	Level 1 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR2	Level 2 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR3	Level 3 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR4	Level 4 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR5	Level 5 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
ITERM	Historical data values for voluntary terminations.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.
LOWER_ITERM	Lower confidence limit for forecast values of involuntary terminations.
PERCENTAGELOWER_ITERM	Percentage difference between the forecast value and lower confidence limit for forecast value of involuntary terminations.
PERCENTAGEUPPER_ITERM	Percentage difference between the forecast value and upper confidence limit for forecast value of involuntary terminations.
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
PREDICTERR_ITERM	Prediction Error for forecast values of involuntary terminations.
PREDICTSTDERR_ITERM	Prediction Standard Errors for forecast values of involuntary terminations.
RANGE_ITERM	Range between the upper and lower confidence limit for forecast values of involuntary terminations.
UNION_CD	Unique code indicating labor union.
UPPER_ITERM	Upper confidence limit for forecast values of involuntary terminations.
VALID_DT	The time value of the historical and forecast values.

Table 194 HEADSUM Table

Column Name	Comment
_LASTREC	Given a value of Y if this is the last headcount snapshot for the employee. Otherwise given a value of N.
AVGTURN	This is a place holder for system use only. It does not contain any data.
CHURN	Employee Internal Transfer action count.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EMPLOYEE_ID	Business key identifying the employee.
EMPLOYEE_TYPE_CD	A unique code to indicate an employee's employment type. For example, RFT for regular fulltime, RPT for regular part-time.
ETHNICITY_CD	Code used to define the ethnicity.
EVALUATION_RESULT_CD	The result of an employee's evaluation.
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.
FTECNT	This is a place holder for system use only. It does not contain any data.
FTEDIF	This is a place holder for system use only. It does not contain any data.
FTEGROW	This is a place holder for system use only. It does not contain any data.
GENDER_CD	Code used to specify the gender.
GROWTH	This is a place holder for system use only. It does not contain any data.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HDDIF	This is a place holder for system use only. It does not contain any data.
HEADCNT	Count of employees.
INTORG_HR	The department that an employee is in. The name "INTORG_HR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MAIN, for example), then this column's name will be MAIN rather than INTORG_HR.
INTORG_HR1	Level 1 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR2	Level 2 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR3	Level 3 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.

Column Name	Comment
INTORG_MGR	The employee's manager (Manager's employee ID). The name "INTORG_MGR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MANAGER, for example), then this column's name will be MANAGER rather than INTORG_MGR.
INTORG_MGR1	Level 1 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR2	Level 2 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR3	Level 3 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR4	Level 4 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR5	Level 5 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
ITERM	Employee Involuntary Termination action count.
ITERMDIF	This is a place holder for system use only. It does not contain any data.
ITERMSEP	This is a place holder for system use only. It does not contain any data.
NHIREDIF	This is a place holder for system use only. It does not contain any data.
NHIRES	Employee New Hire action count.
PAY	Employee Change in Pay action count.
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
QTR	A number (1, 2, 3, or 4) representing the quarter of the year of the headcount snapshot date.
TERMDIF	This is a place holder for system use only. It does not contain any data.
TERMS	Employee Termination action count. Includes both voluntary and involuntary terminations.
TURNOVER	This is a place holder for system use only. It contains no data.
VALID_DT	Date of the employee headcount snapshot.
VALID_MONTH	A number representing the month of the snapshot date. 1 = January, 2 = February, 3 = March, and so on.
VALID_YEAR	The year of the snapshot date.
VTERM	Employee Voluntary Termination action count.
VTERMDIF	This is a place holder for system use only. It does not contain any data.
VTERMSEP	This is a place holder for system use only. It does not contain any data.

Table 195 JOBS Table

Column Name	Comment
ACTIVE_FLG	Indicates whether the job is active or not.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
JOB_CD	A code that represents a job within the company.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.
JOB_GROUP_DESC	Description of the job group.
JOB_TITLE_TXT	Title for the job.
STECLASS	A Saratoga classification into Manager, Executive, and Staff groupings. Used for certain HCM measures.
VALID_FROM_DT	Valid start date for the record.
VALID_TO_DT	Valid end date for the record.

Table 196 OPENPOS Table

Column Name	Comment
CANCELLATION_DT	Date that the position was canceled.
CLOSE_DT	Closing date for the position.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
OPEN_DT	Date on which the position was opened.
POSITION_CD	A code that represents a position within the company.
REQUISITION_COST_AMT	The cost of the position requisition.
REQUISITION_NO	The requisition number for the position.

Table 197 OPOSMAST Table

Column Name	Comment
_LASTREC	Given a value of Y if this is the last record where the position is open. Otherwise given a value of N.
CANCELLATION_DT	Date that the position was canceled.
CLOSE_DT	Closing date for the position.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EMPLOYEE_ID	Business key identifying the employee.
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.

Column Name	Comment
INTORG_HR	The department that the position is in. The name "INTORG_HR" correlates to a hierarchy in the WRKGRP table, HIERARCHY_CD column. If the hierarchy has a different name (MAIN, for example), then this column's name will be MAIN rather than INTORG_HR.
INTORG_HR1	Level 1 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR2	Level 2 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR3	Level 3 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
JOB_CD	A code that represents a job within the company.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.
JOB_GROUP_DESC	Description of the job group.
JOB_TITLE_TXT	Title for the job.
MANAGER_ID	Employee ID of the employee's manager.
MANAGER_NAME	Name of the employee's manager.
MNMLEV1	Level 1 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV2	Level 2 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV3	Level 3 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV4	Level 4 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV5	Level 5 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
OPEN_DT	Date on which the position was opened.

Column Name	Comment
OPEN_MONTH	A number representing the month of the year the position became open. 1 = January, 2 = February, 3 = March, and so on.
OPEN_YEAR	The year the position became open.
OPENTIME	Number of days the position was open.
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
POSITION_CD	A code that represents a position within the company.
QTR	A number (1, 2, 3, or 4) representing the quarter of the year the position became open.
REQUISITION_COST_AMT	The cost of the position requisition.
REQUISITION_NO	The requisition number for the position.
STECLASS	A Saratoga classification into Manager, Executive, and Staff groupings. Used for certain HCM measures.

Table 198 OPOSSUM Table

Column Name	Comment
CNTPCT	Open Position count as a percentage of the Open Position count for the entire organization.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
INTORG_HR	The department that the position is in. The name "INTORG_HR" correlates to a hierarchy in the WRKGRP table, HIERARCHY_CD column. If the hierarchy has a different name (MAIN, for example), then this column's name will be MAIN rather than INTORG_HR.
INTORG_HR1	Level 1 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR2	Level 2 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR3	Level 3 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy to which the position is assigned. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
JOB_CD	A code that represents a job within the company.
OPCHGPCT	Change in open position count as a percentage.

Column Name	Comment
OPDIF	Change in open position count.
OPOSCNT	Count of open positions.
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
TOTCNT	Number of open positions in the entire organization as of the open position date.
VALID_DT	Date of the Open Position snapshot.

Table 199 POS Table

Column Name	Comment
EMPLOYEE_ID	Business key identifying the employee.
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HRPAYPER	Number of hours per pay period for the position.
INTERNAL_ORG_ID	Department to which the position is assigned.
JOB_CD	A code that represents a job within the company.
PAY_FREQUENCY_CD	Frequency of pay for the position. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
POS_FTE_RT	Fulltime equivalence ratio for the position, bounded by 0 and 1, where halftime = 0.5 and fulltime = 1.
POSITION_CD	A code that represents a position within the company.
POSITION_STATUS_CD	Status of the position. For example: open, canceled, or filled.
VALID_FROM_DT	Valid start date for the record.
VALID_TO_DT	Valid end date for the record.

Table 200 SALHIST Table

Column Name	Comment
_LASTREC	Given a value of Y if this is the last record from ACTHIST for the employee.
ACTION_DT	The date of the employee action.
ACTION_SEQ_NO	Determines the correct sequence of actions for employee actions that occur on the same day.
ACTION_TYPE_CD	Code for a type of employee action. Typical employee actions are probation, performance improvement plan, and suspension.
ADDRESS_LINE_1_TXT	First line of the address.
ADDRESS_LINE_2_TXT	Second line of the address.
AGE	Age of employee.
AGE_RANGE	Age-range category of employee.

Column Name	Comment
AMT_OVER_MAXIMUM	The amount the employee's pay is over his or her pay grade maximum (where applicable).
AMT_UNDER_MINIMUM	The amount the employee's pay is under his or her pay grade minimum (where applicable).
ANNUAL_SALARY	The employee's annualized salary. This column contains a calculated value for pay frequencies other than Yearly.
BIRTH_DT	Employee's birth date.
CHNGEST	Employee's change in annual salary. Value is positive or negative.
CHNGMNTH	Employee's change in monthly salary. Value is positive or negative.
CHNGPCT	Employee's percent change in salary. Value is positive or negative.
CHNGSAL	Employee's change in hourly salary. Value is positive or negative.
CITY_NM	Employee's city.
COMRATIO	A ratio of the employee's salary to the employee's pay grade mid-point.
COUNTRY_CD	This column contains the three-character ISO 3166 standard code for a country. For example, AFG = Afghanistan and ALB = Albania.
COUNTY_NM	County name. Used by the Geographic Analysis.
CURRENCY_CD	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar, and EUR = euro.
DATE_IN_GRADE	The date the employee moved into his or her pay grade.
DATE_IN_JOB	The date the employee moved into his or her job.
DISABILITY_FLG	Flag indicating if an employee has a disability.
DISCIPLINARY_ACTION_FLG	Flag indicating if an employee is on disciplinary action.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EMPLOYEE_ACTION_REASON_CD	Code for a reason for an employee action. For example, "promotion" is a reason for a pay raise.
EMPLOYEE_EMAIL	E-mail address of the employee.
EMPLOYEE_ID	Business key identifying the employee.
EMPLOYEE_NAME	Name of employee.
EMPLOYEE_NO	Employee's employee number. The value in this column does not have to be unique and is not required.
EMPLOYEE_PAID_FREQUENCY_CD	Unique code for a time frequency or time span. Defines the type of time frequency. For example: week, bi-weekly, month, year.
EMPLOYEE_STATUS_CD	Code that defines the employment status of an employee.
EMPLOYEE_TYPE_CD	A unique code to indicate an employee's employment type. For example, RFT for regular fulltime, RPT for regular part-time.
ETHNICITY_CD	Code used to define the ethnicity.
EVALUATION_RESULT_CD	The result of an employee's evaluation.
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.

Column Name	Comment
FLSA_STATUS_CD	Employee Fair Labor Standards Act (FLSA) status code. Can be the same as the exempt status code. Specific to the United States.
FTE_RT	Fulltime equivalence ratio, bounded by 0 and 1, where halftime = 0.5 and fulltime = 1.
FTEQUIV	The calculated fulltime Annual Pay Equivalent salary.
GENDER_CD	Code used to specify the gender.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HIRE_DT	Employee's hire date.
HOURLY_SALARY	The hourly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
HOURS_PER_WEEK_CNT	Number of hours per week that an employee works.
INTORG_HR	The department that an employee is in. The name "INTORG_HR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MAIN, for example), then this column's name will be MAIN rather than INTORG_HR.
INTORG_HR1	Level 1 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR2	Level 2 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR3	Level 3 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR	The employee's manager (Manager's employee ID). The name "INTORG_MGR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MANAGER, for example), then this column's name will be MANAGER rather than INTORG_MGR.
INTORG_MGR1	Level 1 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR2	Level 2 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR3	Level 3 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR4	Level 4 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.

Column Name	Comment
INTORG_MGR5	Level 5 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
JOB_CD	A code that represents a job within the company.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.
JOB_GROUP_DESC	Description of the job group.
JOB_TITLE_TXT	Title for the job.
LENGTH_OF_SERVICE	Category range for years of service. Examples: "1+ to 3 yrs", "3+ to 5 yrs".
MANAGER_ID	Employee ID of the employee's manager.
MANAGER_NAME	Name of the employee's manager.
MAXIMUM_AMT	Maximum amount for the employee's pay grade.
MIDPOINT_AMT	Midpoint amount for the employee's pay grade.
MINIMUM_AMT	Minimum amount for the employee's pay grade.
MINORITY_FLG	Indicates if the employee is in an ethnic minority classification.
MNMLEV1	Level 1 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV2	Level 2 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV3	Level 3 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV4	Level 4 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV5	Level 5 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MONTHLY_SALARY	The monthly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
OLD_EST	Previous annual salary.
OLD_MNTH	Previous monthly salary.
OLD_SAL	Previous hourly salary.
ONPAYRL	Flags whether or not an employee is on the payroll. Used as a factor for certain HCM measures.
OVER40	A flag indicating whether or not the employee is 40 or older. Y = Yes, N = No.
PAY_FREQUENCY_CD	Frequency at which the employee is paid. For example: Weekly, Bi-weekly, Monthly, or Yearly.

Column Name	Comment
PAY_GRADE_FREQUENCY_CD	Time frequency for the employee's pay grade. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PAY_LEVEL_CD	The employee's pay grade.
PAY_LEVEL_STRUCTURE_CD	A unique code for a pay grade.
PAY_LEVEL_TYPE	A unique grouping for the pay grade.
PCT_OVER_MAXIMUM	The percent the employee's pay is over his or her pay grade maximum (where applicable).
PCT_UNDER_MINIMUM	The percent the employee's pay is under his or her pay grade minimum (where applicable).
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
POSITION_CD	A code that represents a position within the company.
POSTAL_CD	Address postal code.
RNG_PENE	Range Penetration of the employee's salary in his or her pay grade range.
SERVICE_START_DT	Date an employee began service with the company. This date is used to calculate an employee's years of service.
SERVICE_YEARS	Employee's years of service, calculated from his or her start date.
STATE_REGION_CD	State or region code. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.
STECLASS	A Saratoga classification into Manager, Executive, and Staff groupings. Used for certain HCM measures.
USER_NM	Employee's User Name. This contains the same value as the employee's User Name populated in The User Manager plug-in in SAS Management Console.

Table 201 SALHSUM Table

Column Name	Comment
_LASTREC	Given a value of Y if this is the last salary snapshot for the employee. Otherwise given a value of N.
ADD1	Additional compensation items that are not included in the employee's base salary. Examples: Bonus, Commission, Cost of Living Adjustment. These items are extracted from the COMPHIST table.
ADD2	Additional compensation items that are not included in the employee's base salary. Examples: Bonus, Commission, Cost of Living Adjustment. These items are extracted from the COMPHIST table.
ADD3	Additional compensation items that are not included in the employee's base salary. Examples: Bonus, Commission, Cost of Living Adjustment. These items are extracted from the COMPHIST table.
ADDRESS_LINE_1_TXT	First line of the address.
ADDRESS_LINE_2_TXT	Second line of the address.
AGE	Age of employee.
AGE_RANGE	Age-range category of employee.
ANNUAL_SALARY	The employee's annualized salary. This column contains a calculated value for pay frequencies other than Yearly.

Column Name	Comment
BIRTH_DT	Employee's birth date.
CHGAMT	Employee's change in annual salary from the previous salary snapshot. This value could be positive, negative, or zero.
CHGPCT	Employee's percent change in annual salary from the previous salary snapshot. This value could be positive, negative, or zero.
CITY_NM	Employee's city.
COUNTRY_CD	This column contains the three-character ISO 3166 standard code for a country. For example, AFG = Afghanistan and ALB = Albania.
COUNTY_NM	County name. Used by the Geographic Analysis.
CURRENCY_CD	Standard three-character ISO 4217 code used for identifying currency. For example, USD = U.S. dollar, and EUR = euro.
DISABILITY_FLG	Flag indicating if an employee has a disability.
DISCIPLINARY_ACTION_FLG	Flag indicating if an employee is on disciplinary action.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EMPLOYEE_EMAIL	E-mail address of the employee.
EMPLOYEE_ID	Business key identifying the employee.
EMPLOYEE_NAME	Name of employee.
EMPLOYEE_NO	Employee's employee number. The value in this column does not have to be unique and is not required.
EMPLOYEE_PAID_FREQUENCY_CD	Unique code for a time frequency or time span. Defines the type of time frequency. For example: week, bi-weekly, month, year.
EMPLOYEE_STATUS_CD	Code that defines the employment status of an employee.
EMPLOYEE_TYPE_CD	A unique code to indicate an employee's employment type. For example, RFT for regular fulltime, RPT for regular part-time.
ETHNICITY_CD	Code used to define the ethnicity.
EVALUATION_RESULT_CD	The result of an employee's evaluation.
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.
FLSA_STATUS_CD	Employee Fair Labor Standards Act (FLSA) status code. Can be the same as the exempt status code. Specific to the United States.
FTE_RT	Fulltime equivalence ratio, bounded by 0 and 1, where halftime = 0.5 and fulltime = 1.
GENDER_CD	Code used to specify the gender.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HIRE_DT	Employee's hire date.
HOURLY_SALARY	The hourly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
HOURS_PER_WEEK_CNT	Number of hours per week that an employee works.

Column Name	Comment
INTORG_HR	The department that an employee is in. The name "INTORG_HR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MAIN, for example), then this column's name will be MAIN rather than INTORG_HR.
INTORG_HR1	Level 1 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR2	Level 2 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR3	Level 3 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR	The employee's manager (Manager's employee ID). The name "INTORG_MGR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MANAGER, for example), then this column's name will be MANAGER rather than INTORG_MGR.
INTORG_MGR1	Level 1 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR2	Level 2 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR3	Level 3 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR4	Level 4 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR5	Level 5 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
JOB_CD	A code that represents a job within the company.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.
JOB_GROUP_DESC	Description of the job group.
JOB_TITLE_TXT	Title for the job.
LENGTH_OF_SERVICE	Category range for years of service. Examples: "1+ to 3 yrs", "3+ to 5 yrs".
MANAGER_ID	Employee ID of the employee's manager.
MANAGER_NAME	Name of the employee's manager.
MAXIMUM_AMT	Maximum amount for the employee's pay grade.

Column Name	Comment
MIDPOINT_AMT	Midpoint amount for the employee's pay grade.
MILITARY_EXPERIENCE_DT	Date that the military experience started.
MINIMUM_AMT	Minimum amount for the employee's pay grade.
MINORITY_FLG	Indicates if the employee is in an ethnic minority classification.
MNMLEV1	Level 1 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV2	Level 2 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV3	Level 3 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV4	Level 4 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV5	Level 5 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MONTHLY_SALARY	The monthly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
ONPAYRL	Flags whether or not an employee is on the payroll. Used as a factor for certain HCM measures.
OVER40	A flag indicating whether or not the employee is 40 or older. Y = Yes, N = No.
PAY_FREQUENCY_CD	Frequency at which the employee is paid. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PAY_GRADE_FREQUENCY_CD	Time frequency for the employee's pay grade. For example: Weekly, Bi-weekly, Monthly, or Yearly.
PAY_LEVEL_CD	The employee's pay grade.
PAY_LEVEL_STRUCTURE_CD	A unique code for a pay grade.
PAY_LEVEL_TYPE	A unique grouping for the pay grade.
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
POSITION_CD	A code that represents a position within the company.
POSTAL_CD	Address postal code.
SERVICE_START_DT	Date an employee began service with the company. This date is used to calculate an employee's years of service.
SERVICE_YEARS	Employee's years of service, calculated from his or her start date.
STATE_REGION_CD	State or region code. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.

Column Name	Comment
STECLASS	A Saratoga classification into Manager, Executive, and Staff groupings. Used for certain HCM measures.
TOTCOMP	Total compensation for the employee on the snapshot date. This includes the additional compensation from the COMPHIST table.
TOTOTHER	Total additional compensation for the employee on the snapshot date. This comes from the additional compensation in the COMPHIST table.
USER_NM	Employee's User Name. This contains the same value as the employee's User Name populated in The User Manager plug-in in SAS Management Console.
VALID_DT	Date of the employee salary snapshot.

Table 202 TERMMAST Table

Column Name	Comment
_LASTREC	Given a value of Y.
ACTION_DT	The date of the employee action.
ACTION_MONTH	A number representing the month of the employee action. 1 = January, 2 = February, 3 = March, and so on.
ACTION_TYPE_CD	Code for a type of employee action. Typical employee actions are probation, performance improvement plan, and suspension.
ACTION_YEAR	The year of the employee action.
ADDRESS_LINE_1_TXT	First line of the address.
ADDRESS_LINE_2_TXT	Second line of the address.
AGE	Age of employee.
ANNUAL_SALARY	The employee's annualized salary. This column contains a calculated value for pay frequencies other than Yearly.
CITY_NM	Employee's city.
COUNTRY_CD	This column contains the three-character ISO 3166 standard code for a country. For example, AFG = Afghanistan and ALB = Albania.
COUNTY_NM	County name. Used by the Geographic Analysis.
DISABILITY_FLG	Flag indicating if an employee has a disability.
DISCIPLINARY_ACTION_FLG	Flag indicating if an employee is on disciplinary action.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EMPLOYEE_ACTION_REASON_CD	Code for a reason for an employee action. For example, "promotion" is a reason for a pay raise.
EMPLOYEE_ID	Business key identifying the employee.
EMPLOYEE_NAME	Name of employee.
EMPLOYEE_TYPE_CD	A unique code to indicate an employee's employment type. For example, RFT for regular fulltime, RPT for regular part-time.
ETHNICITY_CD	Code used to define the ethnicity.
EVALUATION_RESULT_CD	The result of an employee's evaluation.

Column Name	Comment
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.
GENDER_CD	Code used to specify the gender.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HIRE_DT	Employee's hire date.
HOURLY_SALARY	The hourly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
INTORG_HR	The department that an employee is in. The name "INTORG_HR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MAIN, for example), then this column's name will be MAIN rather than INTORG_HR.
INTORG_HR1	Level 1 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR2	Level 2 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR3	Level 3 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR	The employee's manager (Manager's employee ID). The name "INTORG_MGR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MANAGER, for example), then this column's name will be MANAGER rather than INTORG_MGR.
INTORG_MGR1	Level 1 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR2	Level 2 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR3	Level 3 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR4	Level 4 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR5	Level 5 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.

Column Name	Comment
JOB_TITLE_TXT	Title for the job.
MNMLEV1	Level 1 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV2	Level 2 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV3	Level 3 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV4	Level 4 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MNMLEV5	Level 5 of the manager name hierarchy. This is a derived field based upon the child-parent relationship for the default hierarchy in the WRKGRP table. The default hierarchy is specified by the DEFAULT_HIER option in the prebuild.sas macro.
MONTHLY_SALARY	The monthly salary for an employee. This might be a calculated value, depending upon the pay frequency for the employee.
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
POSTAL_CD	Address postal code.
QTR	A number (1, 2, 3, or 4) representing the quarter of the year of the termination action.
SERVICE_START_DT	Date an employee began service with the company. This date is used to calculate an employee's years of service.
SERVICE_YEARS	Employee's years of service, calculated from his or her start date.
STATE_REGION_CD	State or region code. Examples include "AK" for Alaska, "AL" for Alabama, and "AR" for Arkansas.
USER_NM	Employee's User Name. This contains the same value as the employee's User Name populated in The User Manager plug-in in SAS Management Console.
YEARMON	Year and Month of the Termination. Example, 2007M03 is a termination in March of 2007.

Table 203 TIP Table

Column Name	Comment
AGE	Age of employee.
EEO_CLASS_CD	Standard EEO classification codes. EEO1 classifications are used for corporations, and EEO4 classifications are used for government reporting at the federal, state, and local levels.
EMPLOYEE_ID	Business key identifying the employee.
ETHNICITY_CD	Code used to define the ethnicity.
EVALUATION_RESULT_CD	The result of an employee's evaluation.
EXEMPT_STATUS_CD	Indicates whether the employee meets the requirements of the Fair Labor Standards Act (FLSA) classification of "exempt." For example, "exempt" or "non-exempt." Specific to the United States.
GENDER_CD	Code used to specify the gender.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
INTORG_HR	The department that an employee is in. The name "INTORG_HR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MAIN, for example), then this column's name will be MAIN rather than INTORG_HR.
INTORG_HR1	Level 1 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR2	Level 2 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR3	Level 3 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR4	Level 4 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_HR5	Level 5 of the departmental hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR	The employee's manager (Manager's employee ID). The name "INTORG_MGR" correlates to a hierarchy in the WRKGRP table (HIERARCHY_CD column). If the hierarchy has a different name (MANAGER, for example), then this column's name will be MANAGER rather than INTORG_MGR.
INTORG_MGR1	Level 1 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR2	Level 2 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR3	Level 3 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.

Column Name	Comment
INTORG_MGR4	Level 4 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
INTORG_MGR5	Level 5 of the management hierarchy that an employee is in. This is a derived field based upon the child-parent relationship for the hierarchy in the WRKGRP table.
JOB_CD	A code that represents a job within the company.
JOB_GROUP_CD	Job group code, usually representing a grouping of jobs. It is usually associated with only one EEO category.
PERMANENCE_CD	Permanence status of a position. For example, R = regular and T = temporary.
TIP_DAYS	Number of days in a position.
TIP_MONTHS	Number of months in a position.
TIP_YEARS	Number of years in a position.
USER_NM	Employee's User Name. This contains the same value as the employee's User Name populated in The User Manager plug-in in SAS Management Console.
VALID_FROM_DT	Valid start date for the record.
VALID_TO_DT	Valid end date for the record.

Table 204 WRKGRP Table

Column Name	Comment
_LASTREC	Given a value of Y if this is the current record for a department or manager. Otherwise given a value of N.
GRPDESC	Description of the Organization Report Group.
HCM_UNIQ_ID	Generic system key for the table. Unrelated to the data in the table.
HIERARCHY_CD	Code designating the Organizational Hierarchy defined in this table. Multiple organizational hierarchies can be defined in this table.
INTORG	Code for a department or manager. This is the child of PARENT_INTORG.
MANAGER_ID	Employee ID of the employee's manager.
MANAGER_NAME	Name of the employee's manager.
PARENT_INTORG	Code for a department or manager. This is the parent of INTORG.
VALID_FROM_DT	Valid start date for the record.
VALID_TO_DT	Valid end date for the record.

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