How to Overcome Limitations in Data warehouses and Canned Reports with PeopleSoft query; and how this knowledge can help you be the rockstar in your PeopleSoft HCM/UCPath implementation

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Agenda

• Discuss why you should care about Psoft Query
  • UCPath!
  • Your Reports and Data-warehouses are not all that:
    • Security Access - Example
    • Journal Line Example – With a demo of Psoft query tool
  • Back to UCPATH – PPS and HCM tables & example
• Questions
Why Should You Care? You don’t even have PeopleSoft?

- UCPath is PeopleSoft HCM!
- We don’t know if we’ll have access to the Psoft query tool, but the tables are the same across the campuses....
- Internal Audit can assist in data conversion, parallel and interface testing
Example 1

Security Tables

User
- PSOPRDEFN
- PSROLEUSER

Role
- PSROLEDEFN
- PSROLECANNOT
- PSROLECLASS

Permission Lists
- PSAUTHITEM
- PSAUTHPRCS
- PS_SCRTY_ACC_GRP
- PS_SCRTY_QUERY
### Example 1 – Security table - PSOPRDFEN

<table>
<thead>
<tr>
<th>User (masked)</th>
<th>Prim Perm Li</th>
<th>Row Prm Lst</th>
<th>Sec Prm Lst</th>
<th>Last Change</th>
<th>Locked Out?</th>
<th>Prsc Prfl Class</th>
<th>Nav Perm Lst</th>
<th>Last Signon Dat</th>
<th>Last Upd DtTm</th>
<th>Last Upd User</th>
<th>Comme</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCTG1</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>2/11/2015</td>
<td>0</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>8/2/2017 15:25</td>
<td>2/17/2016 15:19</td>
<td>BILL</td>
<td>BILL</td>
</tr>
<tr>
<td>IT1</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>2/11/2015</td>
<td>1</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>11/17/2013 10:18</td>
<td>8/19/2015 9:46</td>
<td>JOE</td>
<td>JOE</td>
</tr>
<tr>
<td>IT3</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>6/27/2017</td>
<td>0</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>7/18/2017 14:26</td>
<td>9/15/2009 9:06</td>
<td>JOE</td>
<td>BILL</td>
</tr>
<tr>
<td>accountant</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>2/11/2015</td>
<td>0</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>8/2/2017 18:10</td>
<td>2/11/2015 11:13</td>
<td>JOE</td>
<td>who?</td>
</tr>
<tr>
<td>batch</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>2/11/2015</td>
<td>0</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>10/7/2011 15:10</td>
<td>6/15/2017 16:15</td>
<td>JOE</td>
<td>JOE</td>
</tr>
<tr>
<td>IT6</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>2/11/2015</td>
<td>0</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>7/12/2017 17:08</td>
<td>9/27/2004 16:18</td>
<td>VP1</td>
<td>VP1</td>
</tr>
<tr>
<td>IT7</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>2/11/2015</td>
<td>0</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>8/2/2017 17:05</td>
<td>9/17/2013 9:34</td>
<td>PSBATCH</td>
<td>PSBATCH</td>
</tr>
<tr>
<td>nilo</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>2/24/2016</td>
<td>0</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>8/1/2017 12:18</td>
<td>2/24/2016 17:24</td>
<td>EACS</td>
<td>EACS</td>
</tr>
<tr>
<td>account</td>
<td>MACHINE</td>
<td>MACHINE</td>
<td>MACHINE</td>
<td>2/11/2015</td>
<td>0</td>
<td>MACHINE</td>
<td>MACHINE</td>
<td>12/1/2015 8:01</td>
<td>3/10/2014 10:56</td>
<td>JOE</td>
<td>JOE</td>
</tr>
<tr>
<td>IT9</td>
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<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>2/11/2015</td>
<td>0</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>5/16/2012 14:04</td>
<td>9/26/2012 14:16</td>
<td>BILL</td>
<td>retired?</td>
</tr>
<tr>
<td>IT10</td>
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<td>ALLPNLS</td>
<td>7/6/2015</td>
<td>0</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>7/6/2015 12:26</td>
<td>7/6/2015 12:26</td>
<td>JOE</td>
<td>JOE</td>
</tr>
<tr>
<td>laura</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>4/26/2017</td>
<td>0</td>
<td>ALLPNLS</td>
<td>ALLPNLS</td>
<td>8/2/2017 17:48</td>
<td>4/26/2017 16:39</td>
<td>EACS</td>
<td>EACS</td>
</tr>
</tbody>
</table>


Example 2 – Journal Lines Example

Not all data is in your datawarehouse/ODS (transactor/reviewer/reviewed date/review status).

<table>
<thead>
<tr>
<th>Per..</th>
<th>Transac.</th>
<th>Description</th>
<th>Journal ID</th>
<th>Line #</th>
<th>Line Description</th>
<th>Org</th>
<th>Org Description</th>
<th>Activity</th>
<th>Activity Description</th>
<th>FY..</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>BATCH</td>
<td>Web Recharge...</td>
<td>FDR0075245</td>
<td>58</td>
<td>TAPS-PRMIT - Dail...</td>
<td>ORG30</td>
<td>Facilities/Architects...</td>
<td>A01597</td>
<td>A&amp;E General Admin...</td>
<td>2017</td>
</tr>
<tr>
<td>12</td>
<td>BATCH</td>
<td>Web Recharge...</td>
<td>FDR0075375</td>
<td>52</td>
<td>VCA - IT - BASIT F...</td>
<td>ORG30</td>
<td>Facilities/Architects...</td>
<td>A01597</td>
<td>A&amp;E General Admin...</td>
<td>2017</td>
</tr>
<tr>
<td>12</td>
<td>BATCH</td>
<td>Web Recharge...</td>
<td>FDR0075395</td>
<td>189</td>
<td>DINSERV - 6/28-HU...</td>
<td>ORG30</td>
<td>Facilities/Architects...</td>
<td>A01597</td>
<td>A&amp;E General Admin...</td>
<td>2017</td>
</tr>
<tr>
<td>12</td>
<td>BATCH</td>
<td>Web Recharge...</td>
<td>FDR0071521</td>
<td>148</td>
<td>UNEF TUI N - KER...</td>
<td>ORG39</td>
<td>Business &amp; Admin...</td>
<td>A01597</td>
<td>A&amp;E General Admin...</td>
<td>2016</td>
</tr>
<tr>
<td>12</td>
<td>BATCH</td>
<td>Web Recharge...</td>
<td>FDR0071559</td>
<td>134</td>
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<td>ORG39</td>
<td>Business &amp; Admin...</td>
<td>A01597</td>
<td>A&amp;E General Admin...</td>
<td>2016</td>
</tr>
</tbody>
</table>
Missing Information

- Original Transactors
- Departments
- Reviewer
- Reviewer Status
- Reviewed Date
- Approver
Why we should get to know PeopleSoft Query…

…. if not for UCPath implementation (conversion & interface validation)…. So we can do our job as auditors after go live.

Data Analytics Anyone?
Main Psoft HCM (HR/Payroll) Tables

Application Tables

Person Data
- PS_PERSON
- PS_NAMES
- PS_ADDRESSES
- PS_PERSONAL_PHONE
- PS_CITIZENSHIP

Job Data
- PS_JOB

Position Data
- PS_POSITION_DATA
- PS_POSN_BUDGET

Action/Reason Code Tables
- PS_ACTION_TBL
- PS_ACTN_REASON_TBL
### PPS vs Psoft HCM tables

29 vs 77

(yellow are the primary Psoft Tables)
### PPS to HCM mapping for Direct Deposit Acct – Example

<table>
<thead>
<tr>
<th>PPS Table Name</th>
<th>PPS Column Name</th>
<th>HCM Table Name</th>
<th>HCM Column Name</th>
<th>HCM Column - Long Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>PPPPAY</td>
<td>SURE_AcctNum</td>
<td>PS_DIR_DEP_DISTRIB</td>
<td>ACCOUNT_NUM</td>
<td>ACCOUNT_NUM is an alphanumeric value indicating the employee's Bank Account Number into which an instance of a portion of the employee's earnings is deposited.</td>
</tr>
</tbody>
</table>
DEMO Psoft Query Scripts used to validate data conversion
The Resistance – Why wouldn’t we get access to Psoft Query?

Performance concerns running from the production database—you will have data warehouses anyway

   Counter arguments
   1. Production tables are optimized/indexed for performance so PSQuery shouldn’t be an issue if run properly
   2. Psoft query will be granted to superusers (including auditors) who have been trained
   3. Canned queries and reports run in production
   4. Psoft query access by superusers (and auditors) is *standard industry practice*
   5. Datawarehouses are best verified with access to the single source of truth – verifiable with tools like PSQuery
   6. Datawarehouses have blind spots and can have errors (see #5)

You would be able to see other campus data

   Counter arguments:
   1. Row level security
   2. Who cares
Why we should have access to PeopleSoft Query

• Assist with UCPath Data Conversion, Interfaces & Parallel test (value add)
• Familiarize ourselves with tables & tools now so:
  • We can audit effectively after go live and
  • If there are issues at go live we are up to speed and can assist in resolving (value add)
• Reports and Data-warehouses are not all that –

May the Force be with you
Questions