Import People Records from Pro
Data mapping
UKG Pro People Import integration

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
Employee	Last Name	EmpPers.EepNameLast	Alphanumeric (100)	Last Name	lastName	Alphanumeric (30)		When running the People import, the Last Name field imported from Pro will be truncated at 30 Alphanumeric characters (including spaces).	Directly mapped
Employee	Middle Name	EmpPers.EepNameMiddle	Alphanumeric (50)	Middle Initial	middleName	Alphanumeric (1)			Directly mapped
Employee	First Name	EmpPers.EepNameFirst	Alphanumeric (100)	First Name	firstName	Alphanumeric (30)		When running the People import, the First Name field imported from Pro will be truncated at 30 Alphanumeric characters (including spaces).	Directly mapped

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
Employee	Preferred Name	EmpPers.EepNamePreferred	Alphanumeric (100)	Short Name	preferredName	Alphanumeric (20)		A boolean flag, "Use Preferred Name as First Name" will be available in WFM self-service. If the flag is set to true then if a Preferred Name value is present in the source data, it will be mapped to the First Name field in the employee's People Record. If a Preferred Name value is not present in source, the default behavior of mapping Pro First Name to Dimensions First Name would remain. When running the People import, the Preferred Name field imported from Pro will be truncated at 30 Alphanumeric characters (including spaces).	Directly mapped
Employee	PersonId	iEmpPers.PersonId	PK unique identifier	Person ID	personId	Alphanumeric (36)		Employee ID must be unique across the Company, regardless of EE Status. This integration phase now ~~supports an employee~~	Directly Mapped
Employee	Employee Number	EmpComp.EecEmpNo	Alphanumeric (9)	Person Number	employeeNumber	Alphanumeric (15)		Employee ID must be unique across the Company, regardless of EE Status.	Directly mapped
Employee	Birth Date	EmpPers.EepDateOfBirth	Date	Birth Date	birthday	Date			Directly mapped
Employee	Hire Date	EmpComp.EecDateofOriginalHire	Date	Hire Date	Hire Date	Date			Directly mapped
Employee	Username	vw_rbsUsers.susIntegrationUserKey	unique identifier	Username	userName	Alphanumeric (50)		Use **susIntegrationUserKey** for SSO as a username. Needs to be readable for reporting.	Directly mapped

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
Employee	Time Zone	KronosEmployeeAssignment.Value where TypeId=30	Alphanumeric (300)	Time Zone	ukg.dimensions.WFDT.TimeZone	Alphanumeric (30)		An identifier representing the time zone of the employee. The value comes from UltiPro profile page.	Directly mapped
Employee	Currency	Company.CmpCurrencyCode based on EmphJob.EjhCOID	Alphanumeric (3)		currencyCode	Alphanumeric (3)		**Company.CmpCurrency Code** *is* effective dated, but **Currency** is *not* effective dated.	Available in the exposed datamap, but currently not directly mapped
Employee	Seniority Date	EmpComp.EecDateofSeniority	Date	Seniority Rank Date	seniorityDate	Date			Directly mapped
Employee	Street	EmpPers.EepAddressLine1 + EmpPers.EepAddressLine2	Alphanumeric (250) + Alphanumeric (250)	Address	street	Alphanumeric (100)			Directly mapped
Employee	Primary Email	EmpPers.eepAddressEmail	Alphanumeric (50)	Email Address	primaryEmail	Alphanumeric (35)			Directly mapped
Employee	Cell Phone	EmpMPhon.EfoPhoneNum	Alphanumeric (50)	Phone1	cellPhone	Alphanumeric (35)			UltiProPersonImport-v1_PhoneType CRT
Employee	Home Phone	PrimaryHomePhone	Alphanumeric (50)	Phone2	homePhone	Alphanumeric (35)			
Employee	Work Phone	PrimaryWorkPhone	Alphanumeric (50)	Phone3 Number	workPhone	Alphanumeric (35)			
Employee	City	EmpPers.EepAddressCity	Alphanumeric (255)	City	city	Alphanumeric (25)		When running the People import, the City field imported from Pro will be truncated at 25 Alphanumeric characters (including spaces).	Directly mapped
Employee	State	EmpPers.EepAddressState	Alphanumeric (255)	State	state	Alphanumeric (25)		When running the People import, the State field imported from Pro will be truncated at 25 Alphanumeric characters (including spaces).	Directly mapped
Employee	Zip	EmpPers.EepAddressZipCode	Alphanumeric (50)	Postal Code	zip	Alphanumeric (25)			Directly mapped
Employee	Country	EmpPers.EepAddressCountry	Alphanumeric (255)	Country	country	Alphanumeric (100)		When running the People import, the Country field imported from Pro will be truncated at 25 Alphanumeric characters (including spaces).	Directly mapped

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
Employee	Manager Field - Reports To	Supervisor.EmpComp.Eec EmpNo Where Supervisor.EmpComp.Eec EEID = EmpHJob.EjhSupervisorID	Alphanumeric (12)	Supervisor Person Number	Employee Number of Employee's Manager	Alphanumeric (15)		If the manager is not assigned or was terminated, the employee record is still imported but with an error message in the Run Summary that includes details of all records that failed.	Directly mapped
Employee Status	Employment Status	EmpHComp.EhcEmplStatus	Alphanumeric (1)	Employment Status	statusCode	Alphanumeric (30)		"Status Mapping" CRT is being used to retrieve the WFD Employment Status from Ultipro Status and UltiPro Reason.	UltiProPersonImport-v1_Status CRT: Maps the UltiPro status of Active, Leave of Absence, On Strike, Released/Laid Off, or Suspended to the WFD status of Active, Inactive, or Terminated.
Employee Status	Employment Status Effective Date	EmpHComp.EhcLeaveReason linked by status when reason is L	Date	Employment Status Eff Date	statusEffectiveDate	Date			The effective date is derived from the hire date.
Employee Status	Leave Reason Code	EmpHComp.EhcEmplStatusStartDate	Alphanumeric (6)	Employment Status	leaveReasonCode			"Status Mapping" CRT is being used to retrieve the WFD Employment Status from Ultipro Status and UltiPro Reason. Export only when status = Leave.	UltiProPersonImport-v1_Status CRT

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
Employee	Component Company	Company.CmpCompanyCode via EmphJob.EjhCOID	Alphanumeric (5)	Not Used	componentCompanyCode	Alphanumeric (6)		This field will be used to construct Job path and labor category based on the primary job CRT. EIN association is handled through job assignments.	UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Component Company Desc	Company.CmpCompanyName via EmphJob.EjhCOID	Alphanumeric (40)	Primary Job / Labor Category	componentCompanyDescription	Alphanumeric (50)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Custom	Pay Group Code	EmphJob.EjhPayGroup	Alphanumeric (6)	Not Used	payGroupCode	Alphanumeric (6)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Custom	Pay Group Desc	PayGroup.PgrDesc via EmphJob.EjhPayGroup on PayGroup.PgrPayGroup	Alphanumeric (25)	Primary Job / Labor Category	payGroupDesc	Alphanumeric (50)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Location Code	EmphJob.EjhLocation	Alphanumeric (6)	Not Used	locationCode	Alphanumeric (6)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Location Desc	Location.LocDesc via EmphJob.Location on Location.LocCode	Alphanumeric (25)	Primary Job / Labor Category	locationDescription	Alphanumeric (50)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Job Code	EmphJob.EjhJobCode	Alphanumeric (8)	Not Used	jobCode	Alphanumeric (8)		Job Title for the Primary Job	UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Job Title	EmphJob.EjhJobDesc AND JobCode.JbcLongDesc AND JobCode.JbcDesc	Alphanumeric (25)	Primary Job / Labor Category	jobDescription	Alphanumeric (50)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
	effective date	EmphJob.EjhJobEffDate AND EmphJob.EjhIsJobChange	Date	Not Used	jobEffectiveDate	Date			Effective date = the date of the job change
Employee	Project Code	EmphhJob.EjhProject	Alphanumeric (15)	Not Used	projectCode	Alphanumeric (15)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Project Desc	Project.CodDesc via EmphJob.EjhProject	Alphanumeric (45)	Primary Job / Labor Category	projectDescription	Alphanumeric (50)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Org Level 1 Org Code	EmphJob.EjhOrgLvl1	Alphanumeric (10)	Not Used	orgLevel1Code	Alphanumeric (6)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Org Level 1 Org Desc	OrgLevel.OrgDesc via EmphJob.EjhOrgLvl1	Alphanumeric (25)	Primary Job / Labor Category	orgLevel1Description	Alphanumeric (50)		Example: Region1 US	UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Org Level 2 Org Code	EmphJob.EjhOrgLvl1	Alphanumeric (10)	Not Used	orgLevel2Code	Alphanumeric (6)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Org Level 2 Org Desc	OrgLevel.OrgDesc via EmphJob.EjhOrgLvl2	Alphanumeric (25)	Primary Job / Labor Category	orgLevel2Description	Alphanumeric (50)		EmphhJob.EjhProject	UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Org Level 3 Org Code	EmphJob.EjhOrgLvl1	Alphanumeric (10)	Not Used	orgLevel3Code	Alphanumeric (6)		Project.CodDesc by way of EmphJob.EjhProject	UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Org Level 3 Org Desc	OrgLevel.OrgDesc via EmphJob.EjhOrgLvl3	Alphanumeric (25)	Primary Job / Labor Category	orgLevel3Description	Alphanumeric (50)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
Employee	Org Level 4 Org Code	EmphJob.EjhOrgLvl1	Alphanumeric (10)	Not Used	orgLevel4Code	Alphanumeric (6)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Org Level 4 Org Desc	OrgLevel.OrgDesc via EmphJob.EjhOrgLvl4	Alphanumeric (25)	Primary Job / Labor Category	orgLevel4Description	Alphanumeric (50)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Shift Code	EmphJob.EjhShift	Alphanumeric (2)	Not Used	shiftCode	Alphanumeric (6)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Shift Code Desc	ShiftCod.ShfDescription via EmphJob.Shift on ShiftCod.ShfShiftCode	Alphanumeric (24)	Primary Job / Labor Category	shiftCodeDescription	Alphanumeric (50)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Timekeeping	Hourly Rate	EmphJob.EjhHourlyPayRate	decimal(16,6)	Base Wage	baseCompensation	Numeric 0-9 (8,2)			Directly mapped
Timekeeping	Hourly Rate Effective Date	EmphJob.EjhJobEffDate AND EmphJob.EjhIsRateChange	Date	Base Wage Eff Date	baseCompensationEffectiveDate	Date			Directly mapped
Scheduling	Hourly/Salary	EmphJob.EjhSalaryOrHourly	Alphanumeric (1)	Not Used	workerTypeCode	Alphanumeric (50)		Not effective dated	UltiProPersonImport-v1_WorkerType CRT
Scheduling	Full/Part Time	EmphJob.EjhFullTimeOrPartTime	Alphanumeric (1)	Emp Worker Type	fullOrPartTimeCode			Not effective dated	UltiProPersonImport-v1_WorkerType CRT
Scheduling	Employee Type	EmphJob.EjhEEType	Alphanumeric (3)	Emp Worker Type	employeeTypeCode				UltiProPersonImport-v1_WorkerType CRT
Scheduling	Pay Period	EmphJob.EjhPayPeriod	Alphanumeric (1)	Not Used	standardWorkDayCode				Available in the exposed datamap, but currently not directly mapped
Scheduling	Scheduled Work Hours	EmphJob.EjhScheduledWorkHours	decimal(16,6)	Expected Hours Pay Period	scheduledHours	Numeric 0-9 (10)			Directly mapped

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Device	Timeclock ID	EmpComp.EecTimeclockID	Alphanumeric (12)	Badge Number	badgeNumber	Time Clock ID is *not* effective dated, but Badge Number *is* effective dated.			Badge assignment start time is 00:00 AM, and end time is 11:59 PM. The end date of the previously assigned badge is the day before the current start date. UltiPro does not collect the start time. Badge Number must be unique.
Profile Template	License Profile Template			License Emp Role Name	ukg.dimensions.WFDT.LicenseProfileTemplate.id	Alphanumeric (255)	Yes	Cannot be blank	From Workforce Timekeeping
Profile Template	License Profile Template			License Mgr Role Name	ukg.dimensions.WFDT.LicenseProfileTemplate.id	Alphanumeric (255)	Yes	Cannot be blank	From Workforce Timekeeping
Profile Template	License Profile Template			License Timekeeping Name	ukg.dimensions.WFDT.LicenseProfileTemplate.id	Alphanumeric (255)	Yes	Cannot be blank	From Workforce Timekeeping
Profile Template	License Profile Template			License Attendance Leave Name	ukg.dimensions.WFDT.LicenseProfileTemplate.id	Alphanumeric (255)	Yes	Cannot be blank	From Workforce Timekeeping
Profile Template	License Profile Template			License Scheduling Name	ukg.dimensions.WFDT.LicenseProfileTemplate.id	Alphanumeric (255)	Yes	Cannot be blank	From Workforce Timekeeping
Profile Template	License Profile Template			License Analytics Name/ License Work Name	ukg.dimensions.WFDT.LicenseProfileTemplate.id	Alphanumeric (255)	Yes	Cannot be blank	From Workforce Timekeeping
Profile Template	License Profile Template			License Work Name	ukg.dimensions.WFDT.LicenseProfileTemplate.id	Alphanumeric (255)	Yes	Cannot be blank	From Workforce Timekeeping
Profile Template	License Profile Template			SMS Shift Fill Employee	ukg.dimensions.WFDT.LicenseProfileTemplate.id	Alphanumeric (255)	Yes	Default = No Change.	From Workforce Timekeeping
Profile Template	License Profile Template			SMS Shift Fill Manager	ukg.dimensions.WFDT.LicenseProfileTemplate.id	Alphanumeric (255)	Yes	Deault = No Change	From Workforce Timekeeping
Profile Template	License Profile Template			Communications	ukg.dimensions.WFDT.LicenseProfileTemplate.id	Alphanumeric (255)			
Profile Template	Employee Profile Template			User Logon Profile	ukg.dimensions.WFDT.EmployeeProfileTemplate.id	Alphanumeric (255)	No	Logon Profile, Function Access Profile (FAP), Display Profile, Authentication Type, Labor Category Profile, Attestation Profile.	From Workforce Timekeeping; contains language preference.

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
Profile Template	Employee Profile Template			Function Access Profile	ukg.dimensions.WFDT.EmployeeProfileTemplate.id	Alphanumeric (255)	No	Logon Profile, Function Access Profile (FAP), Display Profile, Authentication Type, Labor Category Profile, Attestation Profile.	From Workforce Timekeeping; contains language preference.
Profile Template	Employee Profile Template			Notification Profile	ukg.dimensions.WFDT.EmployeeProfileTemplate.id	Alphanumeric (255)	No	Logon Profile, Function Access Profile (FAP), Display Profile, Authentication Type, Labor Category Profile, Attestation Profile.	From Workforce Timekeeping; contains language preference.
Profile Template	Employee Profile Template			Mgr Process Profile	ukg.dimensions.WFDT.EmployeeProfileTemplate.id	Alphanumeric (255)	No	Logon Profile, Function Access Profile (FAP), Display Profile, Authentication Type, Labor Category Profile, Attestation Profile.	From Workforce Timekeeping; contains language preference.
Profile Template	Employee Profile Template			Emp Process Profile	ukg.dimensions.WFDT.EmployeeProfileTemplate.id	Alphanumeric (255)	No	Logon Profile, Function Access Profile (FAP), Display Profile, Authentication Type, Labor Category Profile, Attestation Profile.	From Workforce Timekeeping; contains language preference.
Profile Template	Employee Profile Template			Display Profile	ukg.dimensions.WFDT.EmployeeProfileTemplate.id	Alphanumeric (255)	No	Logon Profile, Function Access Profile (FAP), Display Profile, Authentication Type, Labor Category Profile, Attestation Profile.	From Workforce Timekeeping; contains language preference.

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Profile Template	Employee Profile Template			Locale Policy	ukg.dimensions.WFDT .EmployeeProfileTemp late.id	Alphanumeric (255)	No	Logon Profile, Function Access Profile (FAP), Display Profile, Authentication Type, Labor Category Profile, Attestation Profile.	From Workforce Timekeeping; contains language preference.
Profile Template	Employee Profile Template			Mgr Delegate Profile	ukg.dimensions.WFDT .EmployeeProfileTemp late.id	Alphanumeric (255)	No	Logon Profile, Function Access Profile (FAP), Display Profile, Authentication Type, Labor Category Profile, Attestation Profile.	From Workforce Timekeeping; contains language preference.
Profile Template	Employee Profile Template			Emp Attestation Profile	ukg.dimensions.WFDT .EmployeeProfileTemp late.id	Alphanumeric (255)	No	Logon Profile, Function Access Profile (FAP), Display Profile, Authentication Type, Labor Category Profile, Attestation Profile.	From Workforce Timekeeping; contains language preference.
Profile Template	Employee Profile Template			GDAP Profile	ukg.dimensions.WFDT .EmployeeProfileTemp late.id	Alphanumeric (255)	No	Logon Profile, Function Access Profile (FAP), Display Profile, Authentication Type, Labor Category Profile, Attestation Profile.	From Workforce Timekeeping; contains language preference.

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
Profile Template	Employee Profile Template			Analytics Labor Type	ukg.dimensions.WFDT .EmployeeProfileTemp late.id	Alphanumeric (255)	No	Logon Profile, Function Access Profile (FAP), Display Profile, Authentication Type, Labor Category Profile, Attestation Profile.	From Workforce Timekeeping; contains language preference.
Profile Template	Employee Profile Template			Access Method Profile	ukg.dimensions.WFDT .EmployeeProfileTemp late.id	Alphanumeric (255)	No	The Pro People iPack will use the Access Method Profile assignment field in the Employee Profile Template to determine an employee's Access Method Profile value in the People Record.	From Workforce Timekeeping; contains language preference.
Profile Template	Employee Profile Template Effective Date	KronosEmployeeAssignme nt.EffectiveDate where TypeId=2		Effective Date	ukg.dimensions.WFDT .EmployeeProfileTemp late.effectiveDate	Date	No		From Workforce Timekeeping; contains language preference. The latest date of the following fields is the Effective Date; Date of Hire, PT Effective Date, and Job Start Date.
Profile Template	Employee Profile Template			Finger Scan Biometric Employee	ukg.dimensions.WFDT .EmployeeProfileTemp late.id	Alphanumeric (255)	No		From Workforce Timekeeping; contains language preference.
Profile Template	Employee Profile Template			Face Biometric Employee	ukg.dimensions.WFDT .EmployeeProfileTemp late.id	Alphanumeric (255)	No		From Workforce Timekeeping; contains language preference.

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
Profile Template	Employee Profile Template			TeleTime IP Employee	ukg.dimensions.WFDT.EmployeeProfileTemplate.id	Alphanumeric (255)	No		From Workforce Timekeeping; contains language preference.
Profile Template	Employee Profile Template			TeleTime IP User Profile	ukg.dimensions.WFDT.EmployeeProfileTemplate.id	Alphanumeric (255)	No		From Workforce Timekeeping; contains language preference.
Profile Template	Timekeeping Profile Template			Mgr Pay Code Edit Profile	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template			Mgr Pay Code View Profile	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template			Mgr Work Rule Profile	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template			Mgr Reports Profile	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template			Emp Pay Code Values Profile	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template			Can Approve Overtime Request	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template			Mgr Labor Category Profile	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template			Emp Pay Code Edit Profile	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template			Emp Work Rule Profile	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template			Emp Labor Category Profile	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template			Emp Device Group	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping

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Profile Template	Timekeeping Profile Template			Manager Labor Category Additions	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template			UDM Profile	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template			Manager Currency Display	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template			APPROVAL_METHOD	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template			Hyperfind Query for Home Employee	ukg.dimensions.WFDT.TimekeepingProfileTemplate.id	Alphanumeric (255)	Yes	Time Entry Method	From Workforce Timekeeping
Profile Template	Timekeeping Profile Template Effective Date	KronosEmployeeAssignment.EffectiveDate where TypeId=3		ukg.dimensions.WFDT.TimekeepingProfileTemplate.effectiveDate	ukg.dimensions.WFDT.TimekeepingProfileTemplate.effectiveDate	Date			The effective date of the assignment of a profile template to a new hire is always the hire date of the employee. The latest date of the following fields is the Effective Date; Date of Hire, PT Effective Date, and Job Start Date.
Profile Template	Schedule Profile Template			Mgr Shift Template Profile	ukg.dimensions.WFDT.ScheduleProfileTemplate.id	Alphanumeric (255)	No		From Workforce Timekeeping
Profile Template	Schedule Profile Template			Mgr Pattern Template Profile	ukg.dimensions.WFDT.ScheduleProfileTemplate.id	Alphanumeric (255)	No		From Workforce Timekeeping

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Profile Template	Schedule Profile Template			Mgr Forecasting category Profile	ukg.dimensions.WFDT.ScheduleProfileTemplate.id	Alphanumeric (255)	No		From Workforce Timekeeping
Profile Template	Schedule Profile Template			Mgr Schedule Group Profile	ukg.dimensions.WFDT.ScheduleProfileTemplate.id	Alphanumeric (255)	No		From Workforce Timekeeping
Profile Template	Schedule Profile Template			Emp Schedule Group	ukg.dimensions.WFDT.ScheduleProfileTemplate.id	Alphanumeric (255)	No		From Workforce Timekeeping
Profile Template	Schedule Profile Template			Schedule Group Override	ukg.dimensions.WFDT.ScheduleProfileTemplate.id	Alphanumeric (255)	No		From Workforce Timekeeping
Profile Template	Schedule Profile Template			Emp Schedule Rule Set	ukg.dimensions.WFDT.ScheduleProfileTemplate.id	Alphanumeric (255)	No		From Workforce Timekeeping
Profile Template	Schedule Profile Template Effective Date	KronosEmployeeAssignment.EffectiveDate where TypeId=4		Emp Schedule Group Effective Date	ukg.dimensions.WFDT.ScheduleProfileTemplate.effectiveDate	Date			The effective date of the assignment of a profile template to a new hire is always the hire date of the employee. *Schedule Groups* : Employees can be assigned to multiple schedule groups. Schedule group override has no effect when the profile template or direct assignment is unassigned. Schedule group override applies in both the profile template and direct assignment Use the latest date for job, signoff, and profile template or direct assignment. Default schedule group override is **false**. The latest date of the following fields is the Effective Date; Date of Hire, PT Effective Date, and Job Start Date.
Profile Template	Attendance Profile Template	KronosEmployeeAssignment.Value where TypeId=5		Attendance Profile	ukg.dimensions.WFDT.AttendanceProfileTemplate.id	Alphanumeric (255)	No		
Profile Template	Attendance Profile Template			Attendance Admin	ukg.dimensions.WFDT.AttendanceProfileTemplate.id	Alphanumeric (255)	No		
Profile Template	Attendance Profile Template Effective Date	KronosEmployeeAssignment.EffectiveDate where TypeId=5		Attendance Profile Eff Date	ukg.dimensions.WFDT.AttendanceProfileTemplate.effectiveDate	Date			The effective date of the assignment of a profile template to a new hire is always the hire date of the employee.

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Profile Template	Leave Profile template	KronosEmployeeAssignment.Value where TypeId=6		Leave Profile	ukg.dimensions.WFDT.LeaveProfileTemplate.id	Alphanumeric (255)	No	If Workforce Leave is not licensed, this field is *not* imported.	From Workforce Leave
Profile Template	Leave Profile template			Leave Admin	ukg.dimensions.WFDT.LeaveProfileTemplate.id	Alphanumeric (255)	No	If Workforce Leave is not licensed, this field is *not* imported.	From Workforce Leave
Profile Template	Accrual Profile Template	KronosEmployeeAssignment.Value where TypeId=7		Accrual Profile	ukg.dimensions.WFDT.AccrualProfileTemplate.id	Alphanumeric (255)	No		From Workforce Timekeeping
Profile Template	Accrual Profile Template Effective Date	KronosEmployeeAssignment.EffectiveDate where TypeId=7		Accrual Profile Eff Date	ukg.dimensions.WFDT.AccrualProfileTemplate.effectiveDate	Date			The effective date of the assignment of a profile template to a new hire is always the hire date of the employee. The latest date of the following fields is the Effective Date; Date of Hire, PT Effective Date, and Job Start Date.
Profile Template	Activities Profile Template			Activity Profile	ukg.dimensions.WFDT.ActivitiesProfileTemplate.id		No	If Workforce Activities is not licensed this field is not imported.	From Workforce Activities
Profile Template	Activities Profile Template			Default Activity	ukg.dimensions.WFDT.ActivitiesProfileTemplate.id		No	If Workforce Activities is not licensed this field is not imported.	From Workforce Activities
Profile Template	Activities Profile Template			Idle Time	ukg.dimensions.WFDT.ActivitiesProfileTemplate.id		No	If Workforce Activities is not licensed this field is not imported.	From Workforce Activities
Profile Template	Activities Profile Template			Meal	ukg.dimensions.WFDT.ActivitiesProfileTemplate.id		No	If Workforce Activities is not licensed this field is not imported.	From Workforce Activities

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
Profile Template	Activities Profile Template			Paid Break	ukg.dimensions.WFDT.ActivitiesProfileTemplate.id		No	If Workforce Activities is not licensed this field is not imported.	From Workforce Activities
Profile Template	Activities Profile Template			Auto Resolve	ukg.dimensions.WFDT.ActivitiesProfileTemplate.id		No	If Workforce Activities is not licensed this field is not imported.	From Workforce Activities
Profile Template	Activities Profile Template			Activity Tracking Status	ukg.dimensions.WFDT.ActivitiesProfileTemplate.id		No	If Workforce Activities is not licensed this field is not imported.	From Workforce Activities
Direct Assignment Field	Accrual Profile	KronosEmployeeAssignment.Value where TypeId=8	Alphanumeric (300)	Accrual Profile	ukg.dimensions.WFDT.AccrualProfile.id	Alphanumeric (255)	No	Can use to override the Accrual Profile Template.	
Direct Assignment Field	Accrual Profile Effective Date	KronosEmployeeAssignment.EffectiveDate where TypeId=8	Date	Accrual Profile Eff Date	ukg.dimensions.WFDT.AccrualProfile.effectiveDate	Date			The effective date for a new hire is always the hire date of the employee. The latest date of the
Direct Assignment Field	Payrule	KronosEmployeeAssignment.Value where TypeId=9	Alphanumeric (300)	Pay Rule	ukg.dimensions.WFDT.Payrule.id	Alphanumeric (50)	No	Cannot be blank.	From Workforce Timekeeping
Direct Assignment Field	Payrule Effective Date	KronosEmployeeAssignment.EffectiveDate where TypeId=9	Date	Pay Rule Eff Date	ukg.dimensions.WFDT.Payrule.effectiveDate	Date			The effective date for a new hire is always the hire date of the employee. If the Sign Off Date is
Direct Assignment Field	Employment Terms	KronosEmployeeAssignment.Value where TypeId=10	Alphanumeric (300)	Employment Term	ukg.dimensions.WFDT.EmploymentTerms.id	Alphanumeric (50)	No		From Workforce Timekeeping
Direct Assignment Field	Employment Terms Effective Date	KronosEmployeeAssignment.EffectiveDate where TypeId=10	Date	Employment Term Eff Date	ukg.dimensions.WFDT.EmploymentTerms.effectiveDate	Date			The effective date for a new hire is always the hire date of the employee. If the Sign Off Date is
Direct Assignment Field	Percentage Allocation Rule	KronosEmployeeAssignment.Value where TypeId=11	Alphanumeric (300)	Emp Percent Allocation	ukg.dimensions.WFDT.PercentAllocationRule.id	Alphanumeric (50)	No		From Workforce Timekeeping
Direct	Percent Allocation Rule	KronosEmployeeAssignme	Date	Emp	ukg.dimensions.WFDT	Date			The effective date for a new hire is
Direct Assignment Field	Adjustment Rule			Adjustment Rule	Adjustment Rule	Alphanumeric (50)	No		
Direct Assignment Field	Adjustment Rule Effective Date			Adjustment Rule Effective	Adjustment Rule Effective Date	Date			
Direct Assignment Field	FTE_Percent	KronosEmployeeAssignment.Value where TypeId=35	Alphanumeric (300)	FTE Percentage	Full Time Equivalency Percentage	Alphanumeric (50)	No		
Direct Assignment Field	FTE_Percent_Effective_Date	KronosEmployeeAssignment.EffectiveDate where TypeId=35	Date	FTE Eff Date	FTE Effective Date	Date			
Direct Assignment Field	Employee Job Transfer Set	KronosEmployeeAssignment.Value where TypeId=12	Alphanumeric (300)	Emp Job Transfer Set	Employee Job Transfer Set	Alphanumeric (50)	No		From Workforce Timekeeping
Direct Assignment Field	Employee Job Transfer Set Effective Date	KronosEmployeeAssignment.EffectiveDate where TypeId=12	Date	Emp Job Transfer Set Eff	Employee Job Transfer Set Effective Date	Date			The effective date for a new hire is always the hire date of the employee.
Direct Assignment Field	Employee Job Transfer Set - Manager Additions	KronosEmployeeAssignment.Value where TypeId=34	Alphanumeric (300)	Manager Additions	Employee Job Transfer Set - Manager Additions	Alphanumeric (50)		Shares effective date with EJTS	From Workforce Timekeeping
Direct Assignment Field	Manager Job Transfer Set	KronosEmployeeAssignment.Value where TypeId=13	Alphanumeric (300)	Mgr Job Transfer Set	Manager Job Transfer Set	Alphanumeric (50)	No		From Workforce Timekeeping
Direct Assignment Field	Manager Job Transfer Set Effective Date	KronosEmployeeAssignment.EffectiveDate where TypeId=13	Date	Mgr Job Transfer Set Eff	Manager Job Transfer Set Effective Date	Date			The effective date for a new hire is always the hire date of the employee
Direct Assignment Field	Schedule Group Assignment	KronosEmployeeAssignment.Value where TypeId=14	Alphanumeric (300)	Emp Schedule Group	Schedule Group Assignment	Alphanumeric (50)	No		From Workforce Timekeeping
Direct	Schedule Group	KronosEmployeeAssignme	Date	Emp	Schedule Group	Date			The effective date for a new hire is

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
Direct Assignment Field	Employee Group	KronosEmployeeAssignment.Value where TypeId=15	Alphanumeric (300)	Mgr Emp Group	Employee Group	Alphanumeric (50)	No		From Workforce Timekeeping
Direct Assignment Field	Employee Group Effective Date	KronosEmployeeAssignment.EffectiveDate where TypeId=15	Date	Mgr Emp Group Eff Date	Employee Group Effective Date	Date			The effective date for a new hire is always the hire date of the employee.
Direct Assignment Field	Telestaff_BadgeId	KronosEmployeeAssignment.Value where TypeId=31	Alphanumeric (300)	Telestaff Badge Id	Badge ID	Alphanumeric (50)		This value will not be imported without a license for Telestaff Integration. This field will always show in Pro UI even if customer has not sunscribed to Telestaff.	From People Record
Direct Assignment Field	Telestaff_Seniority Number	KronosEmployeeAssignment.Value where TypeId=32	Alphanumeric (300)	Telestaff Seniority Number	Seniority Number (Telestaff)	Alphanumeric (50)		This value will not be imported without a license for Telestaff Integration. This field will always show in Pro UI even if customer has not sunscribed to Telestaff.	From People Record
Directly Mapped	EEID	EmpPers.EepEeId	Alphanumeric (12)	EEID	employeeId	Alphanumeric (80)		custom1	Directly mapped
Directly Mapped	COID	EmpPers.EepCOID	Alphanumeric (5)	COID	companyId	Alphanumeric (50)		custom4	Directly mapped
Custom	Ulti_National_Union	EmpHJob.EjhUnionNational	Alphanumeric (12)		unionNational			not mapped by default	
Custom	Ulti_Local_Union	EmpHJob.EjhUnionLocal	Alphanumeric (12)		unionLocal			not mapped by default	
Custom	Is Union	if National or Local Union is not null, then True, else False	true/false		isUnion			**True** or **False**	if **National Union** or **Local Union** is *not* null, then **True**, else **False**.
Directly Mapped	Ulti_Last_Date_Worked	EmpComp.EecDateLastWorked	Date	Mgr Sign Off Thru Date	lastDateWorked				Directly mapped

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
Directly Mapped	Ulti_Paid_Through_Date	EmpComp.EecDateLastPayDatePaid	Date		paidThroughDate			Only populated if Employee is terminated.	Directly mapped
Directly Mapped	Ulti_Last_Hire_Date	EmpComp.EecDateOfLastHire	Date	Ulti Last Hire Date	lastHireDate			Only populated if Employee is re-hired, not on new hire.	Directly mapped
Directly Mapped	Ulti_Transfer	EmpHJob.EjhReason	Alphanumeric (6)		transferCode	Alphanumeric (3)		Populate with TRO or TRI when an employee transfers.	Directly mapped
Employee	Working_Environment_Code	JobCode.JbcWorkEnvironment	Alphanumeric (6)	Job (Location Type)	workingEnvironmentCode	Alphanumeric (6)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Employee	Working_Environment_Desc	Codes.CodDesc where CodTable='WORKENV'	Alphanumeric (45)	WorkEnv	workingEnvironmentDesc	Alphanumeric (50)			UltiProPersonImport-v1_PrimaryJobAndLaborCategory CRT
Directly Mapped	Date In Job	EmpComp.EecDateLastWorked	Date	Primary Job And LC Eff Date	jobStartDate				
Generic Job Mapping	Ulti_job_Code_Wfd_Mapped_Value			Generic Job Persistent Id	genericJobId			Requires Generic Job configuration (e.g. 'Enable Job Relationships = TRUE)	Requires Generic Job configuration (e.g. 'Enable Job Relationships = TRUE)
Supervisor	Supervisor_PersonId	iEmpPers.PersonId		Supervisor Person ID	supervisorId				Directly mapped
Supervisor	Supervisor Full Name								
Org Level Mapping	ProComponentCompanyDimnesionsMappedValue			Component Company	proComponentCompanyDimnesionsMappedValue			Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)	Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)
Org Level Mapping	ProLocationDimensionsMappedValue			Location	proLocationDimensionsMappedValue			Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)	Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
Org Level Mapping	ProOrgLvl1MappedValue			OrgLvl1	proOrgLvl1MappedValue			Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)	Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)
Org Level Mapping	ProOrgLvl2MappedValue			OrgLvl2	proOrgLvl2MappedValue			Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)	Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)
Org Level Mapping	ProOrgLvl3MappedValue			OrgLvl3	proOrgLvl3MappedValue			Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)	Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)
Org Level Mapping	ProOrgLvl4MappedValue			OrgLvl4	proOrgLvl4MappedValue			Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)	Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)
Org Level Mapping	ProProjectDimensionsMappedValue			Project	proProjectDimensionsMappedValue			Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)	Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)
Org Level Mapping	ProShiftDimensionsMappedValue			Shift	proShiftDimensionsMappedValue			Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)	Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)
Org Level Mapping	ProPayGroupDimensionsMappedValue			Pay Group	proPayGroupDimensionsMappedValue			Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)	Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)

Section	Pro Display	Pro Field	Pro Data Type	Dimensions Display	Dimensions Field	Dimensions Data Type	Required	Notes or Limitations	Mapping, Cross-Reference Table (CRT), or Transformation Logic
Org Level Mapping	ProJobCodeDimensionsMappedValue			Job Code	proJobCodeDimensionsMappedValue			Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)	Requires OLM configuration (e.g. 'Enable Org Relationships = TRUE)