

Import Type	Error Message	Issue/description	Resolution
Accrual	An error occurred during the reset accrual processing Error Message: Accrual code Accrual Code is not included in the accrual rule for EMPLOYEE NAME or an Accrual profile was not assigned to this person.	Employee has PEAEMPL Leave Balances that are feeding to Kronos and the Accrual Profile is <None>.	Verify in PEAEMPL the Leave Category is not IN 'Ineligible for Leave' From People Editor, select Person tab Select Leave Management Change Accrual Profile from <None> to Accrual Profile Save
Accrual	The employee does not exist or is not an active employee or the user does not have access rights to that employee (EmployeeId=#####)	Employee has PEAEMPL Leave Balances that are feeding to Kronos and the Accrual Profile is <None>.	Employee is terminated in Kronos as of mm/dd/yyyy, Banner job record is still active and needs to be terminated OR, the NBAJOBS termination record has an effective date after the termination date used in Kronos.
Accrual	The person could not be found with the specified ID: #####	Employee has PEAEMPL Leave Balances that are feeding to Kronos and the Accrual Profile is <None>.	Employee is terminated in Kronos as of mm/dd/yyyy, Banner job record is still active and needs to be terminated OR, the NBAJOBS termination record has an effective date after the termination date used in Kronos.
Person	An Employee cannot be active/inactive before their hire date.	Hire Date is after the NBAJOBS Effective Dated record	Hire Date is equal to the PEAEMPL Original Hire Date fed through Kronos Import process
Person	Changes within the primary account occurs within the off-limits period – Effective Date: mm/dd/yyyy, Off-Limit Date: mm/dd/yyyy.	Import process is updating a record in Kronos with an effective date when there is a Sign-off applied to the timecard.	A> Remove the sign-off if still within current pay period and ensure sign-off after Kronos Import process has run OR B> a change will need to take place with the NBAJOBS effective dated record.
Person	Labor Level Entries cannot be added; Ad Hoc is not allowed.	Original Hire Date is after the NBAJOBS Effective Dated record or the employee has been terminated in Kronos and needs to be active in Kronos for the records to feed, or a labor level value has not been added to Kronos or has a typing error.	From People Editor, select Person tab Select Licenses and check the Suite Product Licenses, Workforce Timekeeper Select General Information, adjust the Hire Date equal to PEAEMPL Original Hire adjust Employment Status *Effective Date equal to NBAJOBS Effective Date Save OR Change the Hire Date in Kronos to ensure that it is less than or equal to the Banner NBAJOBS Effective Date; OR Ensure that labor levels values are correct and there are entries and no typing errors.
Person	Must specify both Ratio values (Full-time and Employee Hours) in the Full-Time Equivalency for the person.	Employee is terminated in Kronos, to activate employee	From People Editor, select Person tab Select Licenses and check the Suite Product Licenses, Workforce Timekeeper Select General Information, adjust the Employment Status, 'Active' record Effective Date to the NBAJOBS Effective Date Select Leave Management and ensure the Full-Time Equivalency, Percentage Save
Person	The Pay Rule cannot be null or blank if the employee has a new Workforce Timekeeper license. (PAYRULE=null;)	People Editor: Job Assignment Timekeeper Pay Rule is null.	Ensure the employee has a Pay Rule/STRS Assignment Code defined in the NBAJOBS record.
Person	When a record type value indicates entry of primary labor account and org job path, the values of primary labor account and org job path cannot be all null. (HOMELABORACCOUNT+ORGPATHTXT=null+null;)	Employee has two Active jobs in Banner where the Contract Number begins with an H, Kronos identifies the primary job by the H in the Contract Code.	Correct the Contract Number in Banner or terminate the job in Banner.