

# HR descriptive chartlets

## Introduction

HR descriptive has been introduced first as a graphical console dedicated to “salary intelligence”. As such it offers a series of graphical presentations that can be harnessed within a dedicated user-interface (UI). This interactive tool has been designed essentially an **instant visual support tool**.

In view of the demand for more sophisticated and rich-content PDF output, the product was later extended to introduce support for additional *ad hoc* content merge and visual output required by our customers during the “salary review” process.

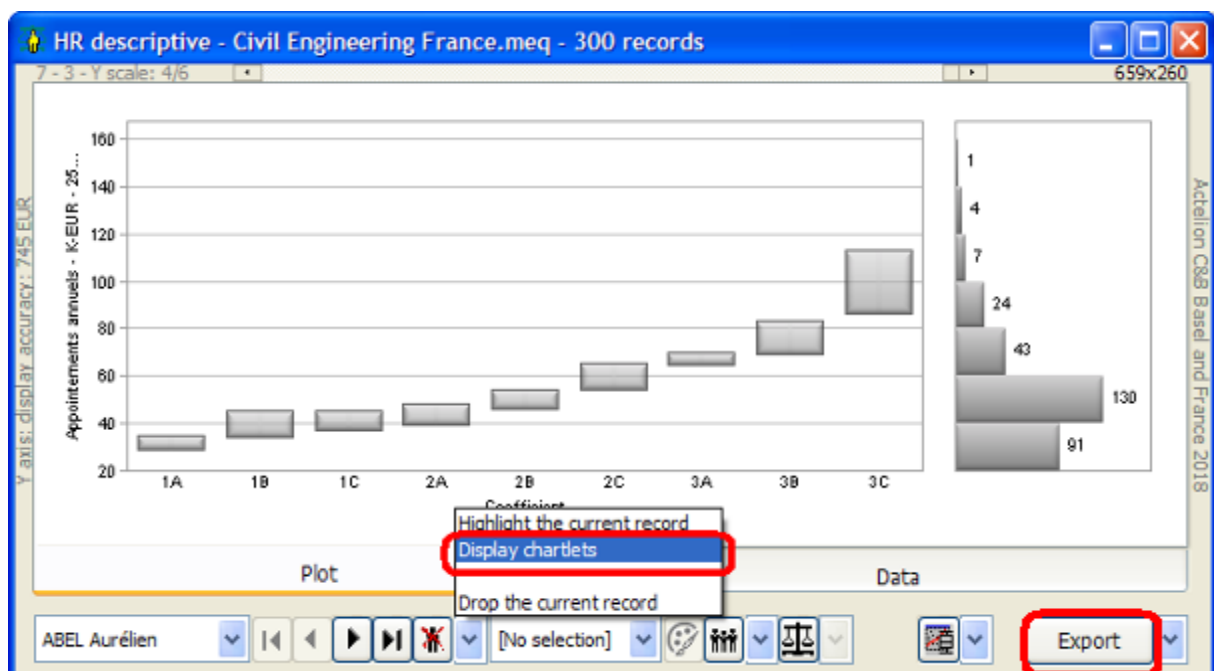
**This functionality, only available to licensed users of the extended version of the product**, includes a output facility allowing for customized output including full support for graphical batch pdf-form filling and print-out. It contains both classical text-merge unctionality à la MS-Word and macro-based chart-building extensions.

These charts called “**chartlets**”, can built up both within a viewer-based facility and as an macro-instruction extension of the pdf form-filling process and this short document is intended as a reference to the current syntax of this macro-instructions.

The list includes an visual example and the related of the positional arguments fed for each of these chartlet macro-instructions. We understand that this document should be enough for our users to catch the associated syntax. The chartlet engine may be set in motion in two distincts places:

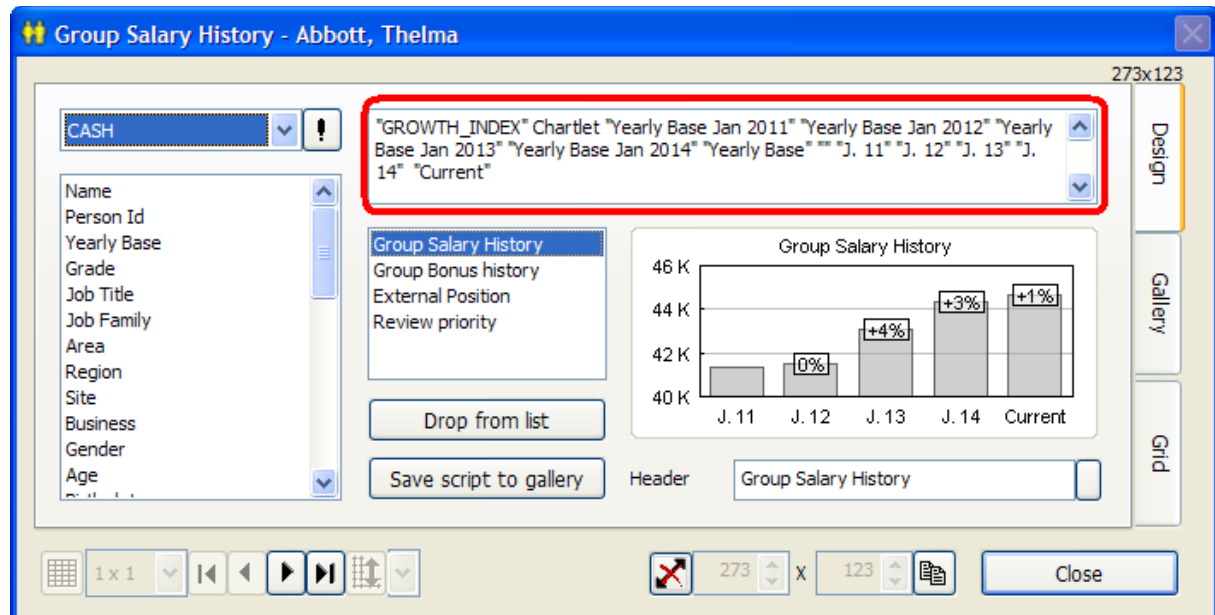
- 1- within immediate standalone production within the “**chartlet display**” facility,
- 2- as a way to enhance pdf-production functionality in the “**export**” dialog box.

We recommend users to build their macro-instruction within the “chartlet display” facility first (see below) and later re-use the tested macro-instruction content within the pdf-output.

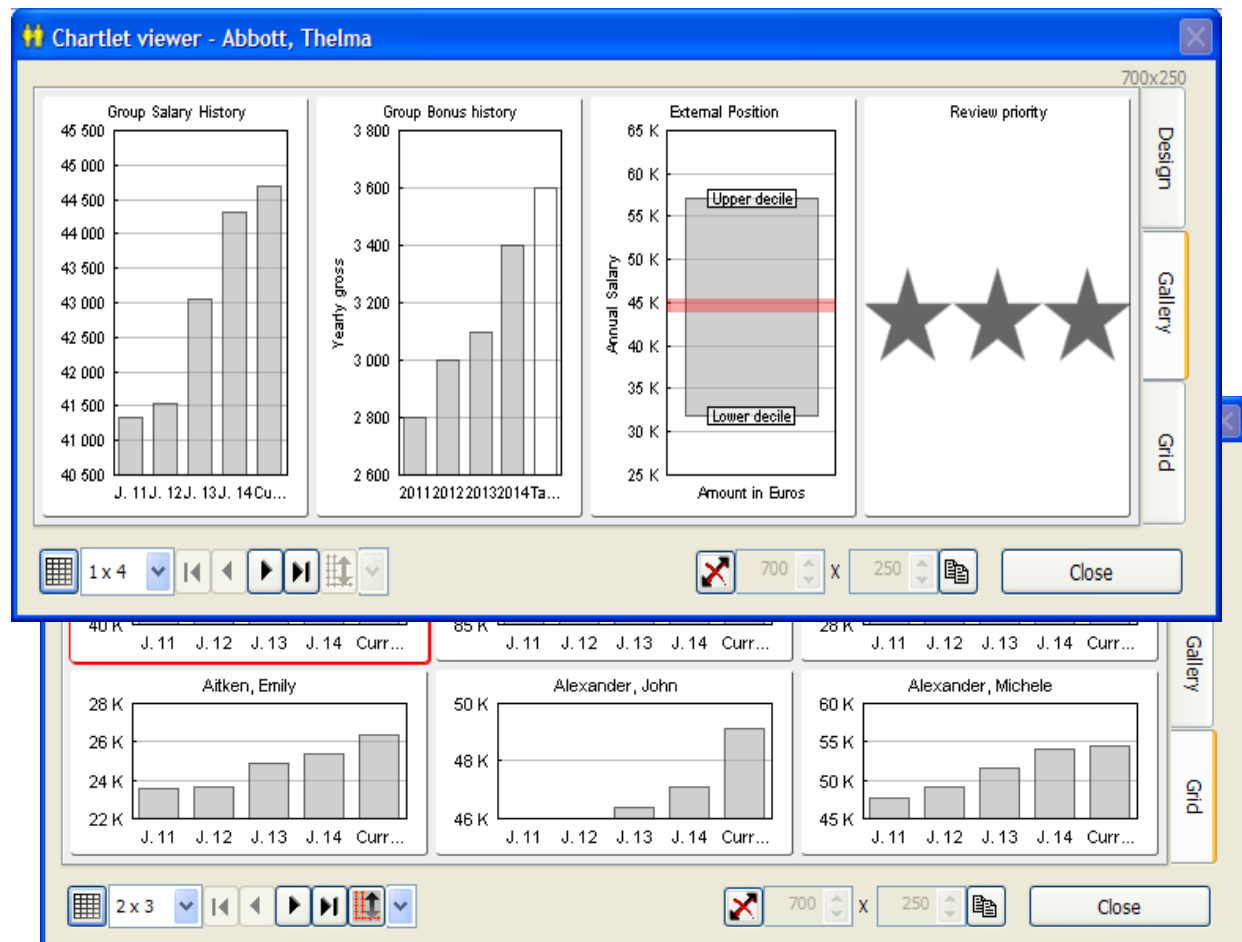


## I - The “Chartlet viewer” - the editor and viewer facility

The facility allow users to test, build and save immediate record-centric charts – ie chartlets – from within an editor as display below:

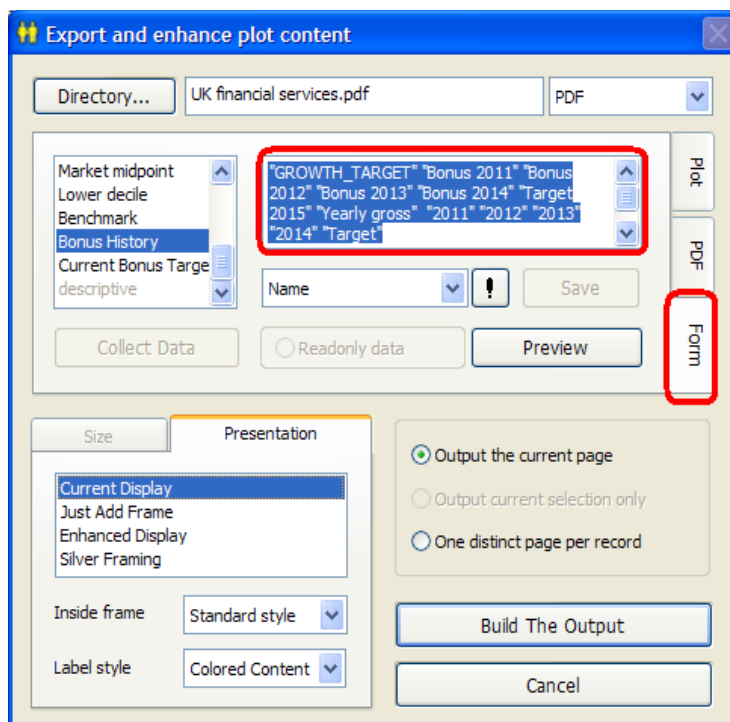
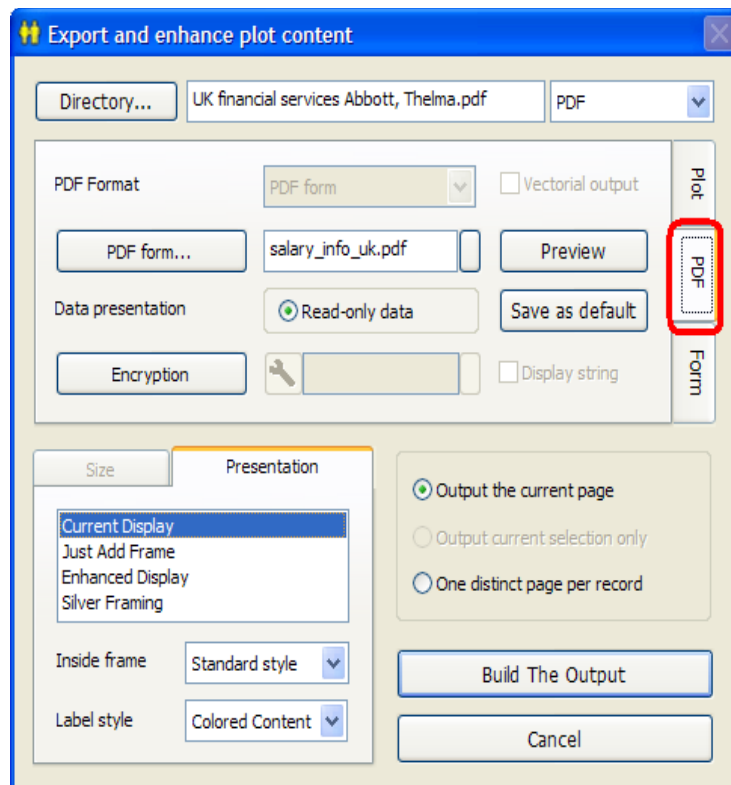


Once saved as standalone resources, the information can be visualized either on a per-record or as a multi-record per-chart basis:



## II - The document production facility

The document-production facility allow edition of PDF form fields via the “Form” panel of the document production facility:



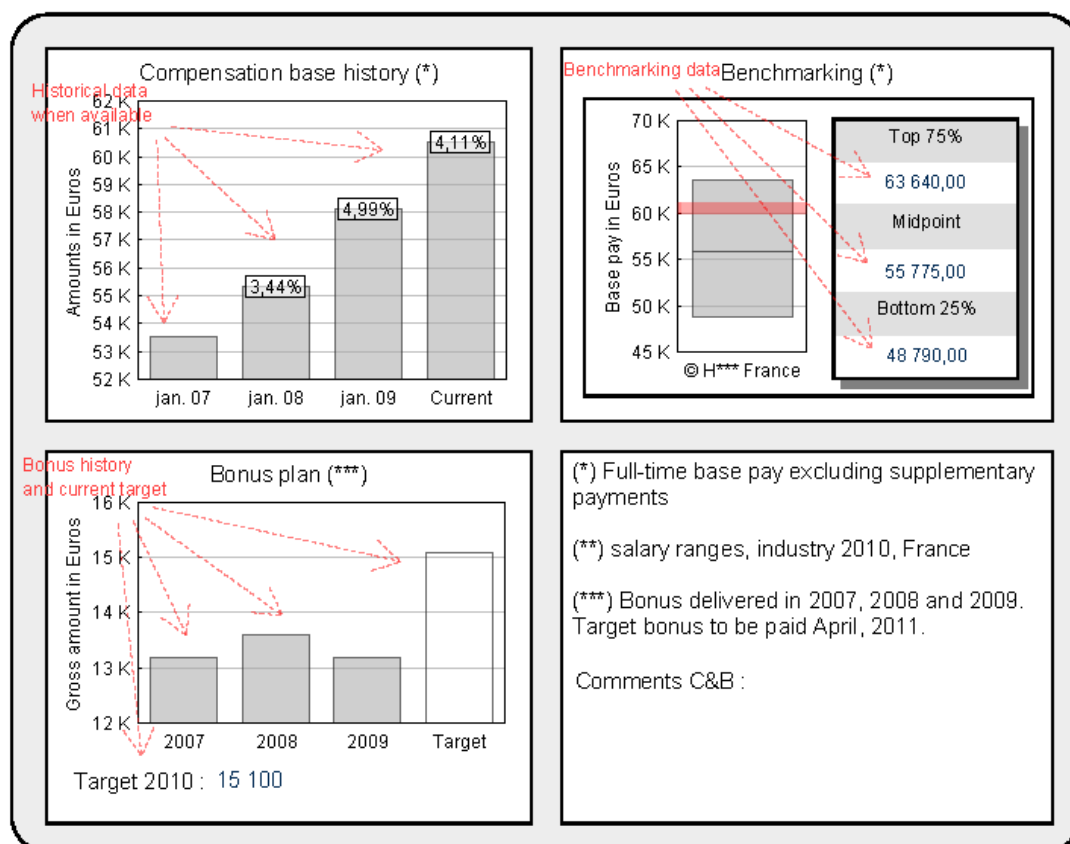
Macro-content can be inserted within each form field of the PDF document used as data source.

Once the PDF form fields have been supplemented with macro-based, either text or image content, the pdf output facility will produce output such as the document displayed on the next page.

### III – Sample output production

#### SALARY REVIEW SHEET 2011

<b>ALVES</b> Gaston Age : 39,84 Service : 25/08/2005	Business : Gros Oeuvre Division : Sud Est Location : Savoie Supervisor
Job Title : Responsable d'agence Job Family : Réseau Qualification : Payroll Grade : 2B	
Compensation band : 18 Yearly base pay : 60 500,00	Comp-ratio (%) : 108,47 Priority level: ★★★



## IV – Macro-instruction and “chartlet” reference list

As software provider, we pay a very high attention to file-format compatibility as the product moves to new versions over time. However, when it comes to chartlets and their associated macro-instructions, no guarantee is made for full compatibility over time since the list of chartlets is under ongoing review in order to enhance the end-user experience.

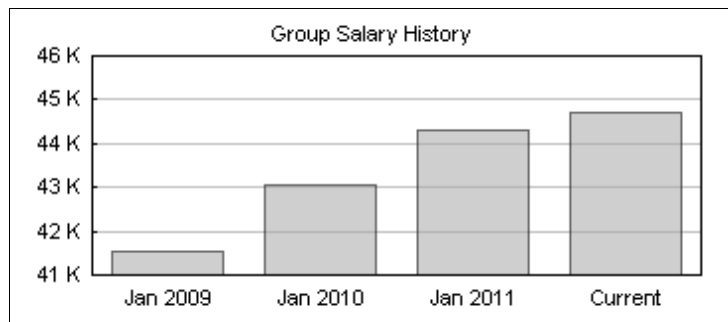
There may be software version upgrade situations when you will have to check up your pre-existing forms in order to update the format of the embedded macro-instructions. Since the format of these instructions is terse and quite minimalist, this process will of course be quite a short one!

Please find below **the current list of macro-instructions** with assorted “chartlet” sample output.

## V - Salary and payment history chartlets

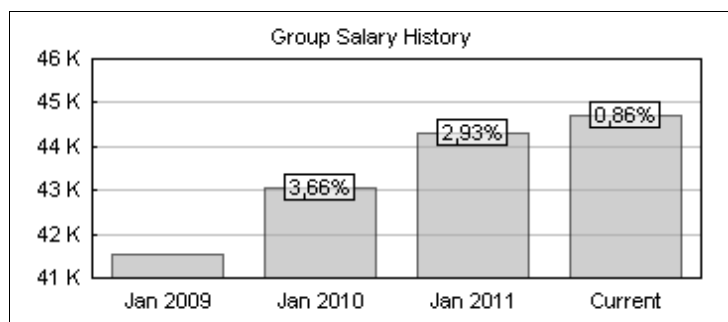
### 1 - GROWTH chartlet

"GROWTH" Chartlet "Annual Salary Jan 2009" "Annual Salary Jan 2010" "Annual Salary Jan 2011" "Annual Salary" "" "Jan 2009" "Jan 2010" "Jan 2011" "Current"



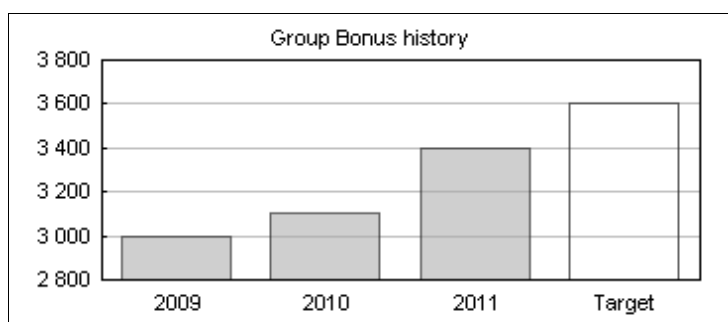
### 2 - GROWTH\_INDEX chartlet

"GROWTH\_INDEX" Chartlet "Annual Salary Jan 2009" "Annual Salary Jan 2010" "Annual Salary Jan 2011" "Annual Salary" "" "Jan 2009" "Jan 2010" "Jan 2011" "Current"



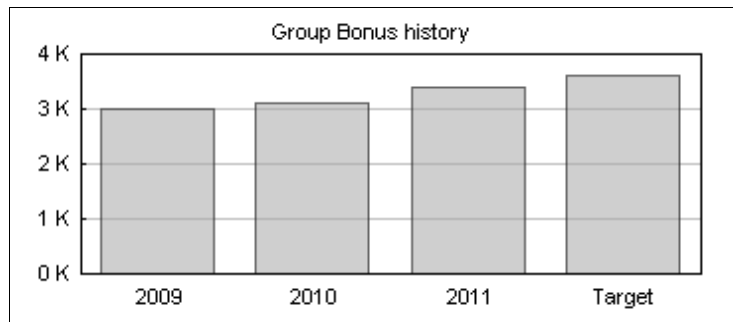
### 3 - GROWTH\_TARGET chartlet

"GROWTH\_TARGET" Chartlet "Bonus 2009" "Bonus 2010" "Bonus 2011" "Target 2012" "" "2009" "2010" "2011" "Target"



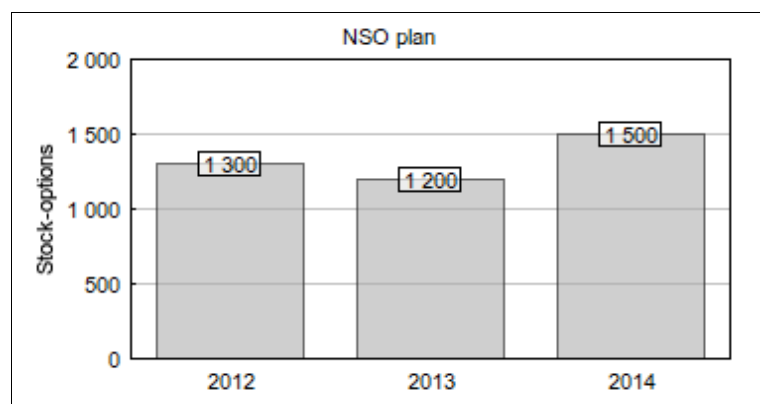
#### 4 - CASH chartlet

"CASH" Chartlet "Bonus 2009"  
 "Bonus 2010" "Bonus 2011"  
 "Target 2012" "" "2009" "2010"  
 "2011" "Target"



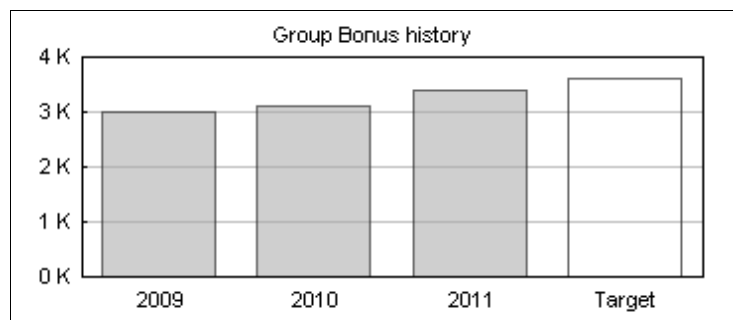
#### 5 - CASH\_AMOUNT chartlet

"CASH\_AMOUNT" Chartlet  
 "NSO 2012" "NSO 2013" "NSO  
 2014" "Stock-options" "2012"  
 "2013" "2014"



#### 5 - CASH\_TARGET chartlet

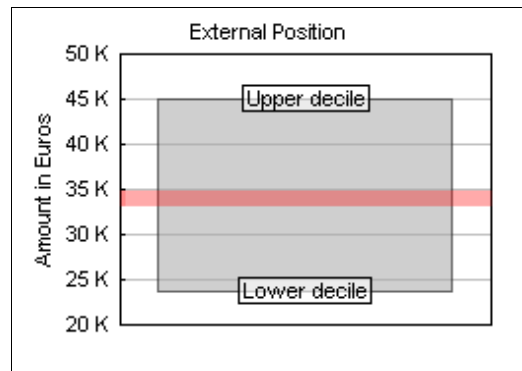
"CASH\_TARGET" "Bonus 2008"  
 "Bonus 2009" "Bonus 2010"  
 "Target 2011" "Gross amount"  
 "2008" "2009" "2010" "Target  
 2011"



## VI - Benchmarking chartlets

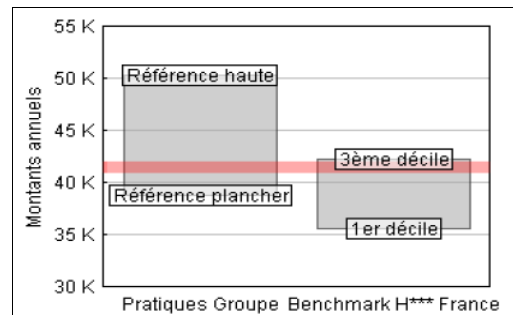
### 1 –SPREAD chartlet

"SPREAD" Chartlet "Lower decile" "Upper decile"  
"Annual Salary" "Amount in Euros"



### 2 - DOUBLE\_SPREAD chartlet

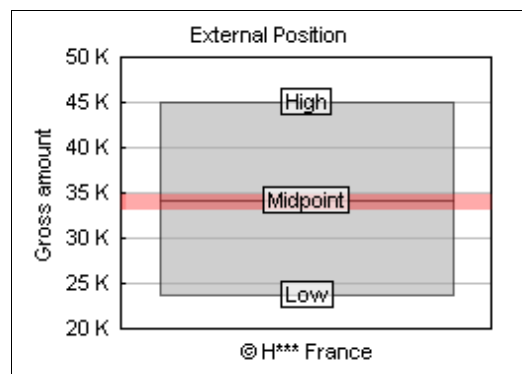
"DOUBLE\_SPREAD" "Référence plancher"  
"Référence haute" "1er décile" "3ème décile"  
"Yearly gross" "Montant annuels" "Benchmark  
H\*\*\* France"



### 3 – BENCHMARK chartlet

"BENCHMARK"

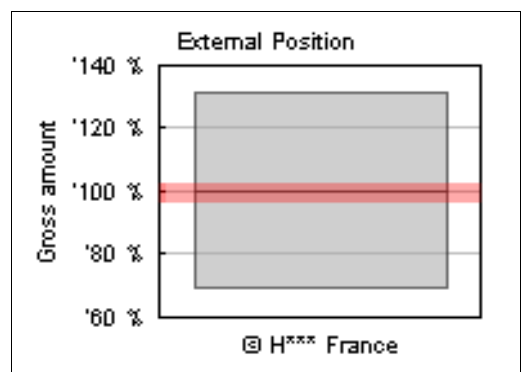
"Lower Decile""Market median" "Upper Decile"  
"Gross amount" "© H\*\*\* France"



### 4 – BENCHMARK\_INDEX chartlet

"BENCHMARK\_INDEX"

"Lower Decile""Market median" "Upper Decile"  
"Gross amount" "© H\*\*\* France" empty labels on  
the graph



## ***VII - Miscellaneous additional chartlets***

1 - "THREE\_STARS", "FOUR\_STARS", "FIVE\_STARS" chartlets

"THREE\_STARS" "Review priority"



2- GRAPHIC\_RESOURCE arbitrary resource substitution

This chartlet will replace content with file content such as “Id pictures” or any arbitrary static content. This content may be record-dependant. For example, should a “Picture Abott Annie.jpg” or “Picture Abott Annie.png” be available, the “GRAPHIC” picture” form content will be replaced with photograph files as requested.

## ***VIII - Text macro-instructions***

**Text macro-handling is currently limited to string concatenation.** You may type “Name” “First Name” to produce “Martin James” or “Yeary base” EUR to output “10,000 EUR”.

However two specific macros have been inserted, CURRENCY\_CODE and NOT\_AVAILABLE with specific actions. NOT\_AVAILABLE will drop the form field output. CURRENCY\_CODE, available in multi-currency setups, will display the current CURRENCY ISO value.