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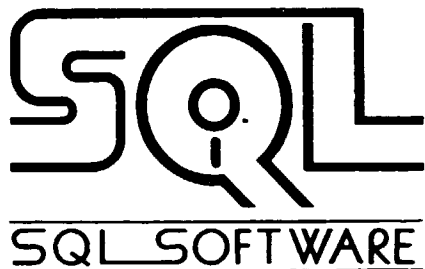
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Santafé de Bogotá, 29 August 1994

**UNITED NATIONS INDUSTRIAL  
DEVELOPMENT ORGANIZATION  
UNIDO**

No 0 2 9 4 9

Atn: Chief, Contracts Section  
P.O. Box 300,  
A-1400 Vienna.

Dear Sirs:

Enclosed find final report, submitted to you as completion of our  
Contract No. 93/121/vk, Unido Project No. BR/COL/92/001.

Thank you for the attention paid to this matter. Should any doubt  
or additional explanation be required, we will more than happy to  
help you.

Sincerely,

A handwritten signature in black ink, appearing to read 'ALEX CASANOVA'. To the right of the signature is a small, faint version of the SQL SOFTWARE logo.

**ALEX CASANOVA**  
General Manager.

copied to: Unido Country Director.  
Head Planning Office.

**FINAL  
REPORT  
CONTRACT No.  
93/121/VK**

## **SYNOPSIS**

**This report discusses the work done in the implementation of a computer System that manages Personnel, Human resources and payroll at the COLOMBIAN INSTITUTE OF FAMILY WELFARE.**

**The final Computer System delivered is the modification and augmentation of an already existing System, developed by SQL Software. The system delivered meets all the needs expressed by the user in a series of demonstrations and meetings held by the INSTITUTE and the CONTRACTOR.**

**The system has been fully tested and is currently in production at the INSTITUTE.**

**SQL**

**SQL SOFTWARE**

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## **INTRODUCTION.**

The new system required that users expressed all the needs in an easy but complete fashion. The methodology of assessing the information required by the designers and developers was to install the existing System at the INSTITUTE and show it in a very detailed form so the users would know all its capabilities. After the demonstration both the final users and the designers discussed the new features, feasibility and estimated impact on the initial System.

A very detailed paper with all the changes of the actual System was written, and presented to a team of designers/developers whom presented various alternatives to each of the structural changes to warrant the best of solutions for each of the modifications that had to be introduced.

Once identified the best solutions, a priority of development was agreed, a implementation plan was designed and the final schedule was drafted. The final schedule, however, was modified several times to account for unforeseen additions and modifications.

The final result was throughoutly tested, and run in a test site simulating the processing of five months. After the tests and simulations, the final Computer System was installed at the INSTITUTES's main office and two regional offices.

For each of the modules, a users' final evaluation meeting was held and a written approval and satisfaction statement was obtained.

The main purpose of this paper is to first give a brief presentation of the initial system, and then present the whole body of new features along with a description of the additions and modifications introduced in the System Delivered.



# DESCRIPTION OF THE INITIAL SYSTEM

A description of the initial system, as it was viewed by the final users, is presented here so the reader can grasp scope and intention of the product. It is presented in sufficient depth for the reader to be able to understand the impact of the changes that were introduced, and the new features that were added. The description of the system is broken up in *modules*, each of them is conceptually and functionally independent from the others with exception of the employee's curriculum vitae module which holds data that is used by all of the other ones. The modules will be presented in order of the installation priority given by the INSTITUTE. The first and most important one is the Curriculum vitae's module which is the link among all the modules that will be installed, the second is the payroll module, the one that was functional at the beginning of the project, then all the modules that handle any kind of compensation, bonuses or primes. Finally all the modules that manage personnel information such as career planning, education facilities Management, family well-being etc.

## A. PAYMENTS AND DEDUCTIONS.

### (1). Curriculum vitae

Once the recruitment phase is done, the curriculum vitae's module will be able to manage all the personal history of each employee. The employee information is divided in the following data:

- Labor information.
- Employee's family information.
- Employee's Education.
- Employee's family information.

In all of the employee's life cycle the module will allow to add new information, perform queries, modify information on the employee's data well as to generate statistical reports on each of the organization-hierarchy divisions defined by the institute. In addition, the module keeps historical information of sensitive data such the changes performed on the employees salary, position, and tax reduction information. The history of the changes is recorded along with the terminal's id, date, time and user's id who performed the changes.

The reports generated by this module are:

- Roster of employees ordered by any attribute.
- Listing of employees classified by position.
- Roster employees that belong to a specific level of the hierarchical division of the organization.
- Certificates of work of current or retired employees.
- Certificates of earnings and deductions.
- Employees who have a birthday on the current month.

## **(2). PAYROLL.**

The parametric, modular, and versatile design of this module allows definition of several groups of association and definitions of each of the processes associated with regular payroll. One can:

- **Define payments and deductions:** Each of the regular payments and deductions is defined by entering a formula that may include all the employee's labor information, such as salary, position, type of employee, and place in the hierarchical definition of the organization. These formulae are passed to the Oracle's kernel for interpretation and evaluation every time a defined payment or deduction is given to an employee.

- **Process payroll by groups:** The Batch processes that generates payroll takes as parameters grouping of employees such as by the levels of hierarchical organization of the institute, range of employee's numbers, and period of payroll. This allows to run the processes for all of the company, or a single department, or even a single employee or range of thereof. In addition to that, the user will be able to process any of the periodic payrolls defined in the system; weekly, fortnightly, or monthly.

- **Payment and Deduction groups:** Several groups of concepts are defined in accordance with Colombian law. Each of the groups can be included on the *general payroll process*, or be run independently by it self. These options are not mutually exclusive. The concepts groups are: retro-active payments, social security, salary, additional payments, tax deductions, group payments and deductions, absenteeism, aids, etc.

- **Recording of additions:** *Additions* are all the payments and deductions that occur in a non periodic fashion, such as extra time worked, absentees, special deductions etc. These additions can be entered as a term addition, as a group addition, as a term and group addition or can be entered manually on employee basis or on *addition basis*.

- **Long term additions:** The module allows to process automatically special additions that don't depend only on a period of time but also on other variables. Some of these

can be linked with other modules of the system. These are loans, subsidies, savings, and contributions.

- **Payment:** Payment can be done through checks, money transfers, letters of authorization, magnetic authorization or cashiers orders. The system generates all the appropriate payments in any combination that the employee's data requires.

- **Accumulator variables:** The user can defined a set of accumulator variables that will permit to generate statistical analysis on any of the payments and deductions. Once the accumulator variables are defined, any of the payments or deductions can be associated to one or more accumulator variables. The system will be able to generate summarization data of the payments and deductions associated with any of the accumulator variable. (i.e.: payments that constitute salary, payments that constitute travel expenses etc.)

Using the various ways of defining formulae for each payment or deduction and all the options to record each of these items in employee's payroll gives a highly automatic payroll. Most of the additions that normally occur to an employee payroll can be classified as a permanent term or as a group addition. Other payments and deductions which depend on external variables such as loans, subsidies, or medical insurance will be treated as a separate module bellow.

To produce the final payroll, the user can run as many simulations as he or she wants by running any combination of the parameters and variables defined above. To check on the result of each simulation the user can generate cumulative information of payments and deduction classified on hierarchical organization, type of payment, employees etc.

Finally when the results of the payroll are satisfactory and the user has verified that all of the appropriate payments and deductions were entered in the system, the checks or money transfers can be produced to finally accumulate the results through the accumulator variables.

### **(3). Non periodical Payments**

- Bonuses.

Colombian labor law establishes the payment of a bonus of one extra monthly wage which should be paid half the 30 of June, and half the 20 of December. In addition to this bonus many employers give extra bonuses on the same date or any other one defined by them.

The Non periodical bonuses sub-module is different from regular formula defined bonus because the data it needs is not maintained in the static employee data; As Colombian law defines it " an employee should be paid half of his or her average salary of the last six-months, or proportional to the time he or she has labored, if it is greater than 90 days".

The non periodical bonuses sub-module takes as parameters the minimum time to be eligible for a whole wage, the time to be eligible for an average wage and time used in the calculation of an average wage. As most of processes in the system it also takes for parameters the grouping of employees such as the levels of hierarchical organization of the institute, range of employee's numbers, and period of payroll. This allows to run the processes for all of the company, or a single department, or even a single employee or range of thereof. In addition to that the user will be able to chose any of the periodic payroll groups that should be used in the non periodical bonuses sub-module

and defined in the system (i.e. weekly, fortnightly, or monthly).

- **Vacation :** The vacation sub-module allows the payment of the time the employee will be on vacation. It is similar to the payroll module but it takes for processing parameters the time of vacation, the eligibility of vacation extra bonus and whether the employee wants to take the whole time or receive an extra compensation for not taking it. It produces the check with all the payments and deductions performed *in advance* for the time that the vacation will last.

- **Contract cessation:** This sub-module summarizes all of the definitions and characteristics defined above. In the event of contract cessation all the regular wages, non periodical bonuses due and all the vacation time earned, and all the deductions applicable must be paid or discounted. All of these must be prorated to the time elapsed between the last time that each of the payments occurred, and the date of contract cessation, it should also calculate the full or prorated deductions owed.

In addition, the cessation sub-module has to generate an indemnification which consists of one salary per year of labor if the employee's contract begun before 1990, or a proportional years salary for the ones who's contract begun after that date.

#### **(4). EMPLOYEES ASSOCIATIONS .**

This module allows the registration of any payment that each employee should make to a given employee association i.e. syndicate, clubs etc. The module generates

the *addition deduction* based on a formula and a given period of time. Besides that, it produces a check to that association for the total value discounted, along with a detailed listing of the employees who participated of that payment.

#### **(5). LEGAL CLAIMS.**

A percentage of an employee's salary can be claimed by means of a judiciary demand by another person. This module manages such legal claims; it allows the recording of the court order's number, the date, the percentage or value that has to be taken from the employee's salary, the name of the person whom it should given, and the date of expiration of the demand. Once recorded, an automatic deduction for the amount or percentage given will be generated by the module, and the corresponding check will be generated. The system will keep track of the expiration date and mark the claim as inactive when necessary.

#### **(6). FINANCIAL AID.**

Some employer's give financial aid to employee's who have relatives attending college, or by any other reason. This modules allows the definition of as many aids as the user requires and the amount given to the employee. Once defined the aids can be granted to employees for a period of time. The appropriate payment will be generated by the payroll module for the period defined. Once reached the expiration date the system will mark it as inactive.

#### **(7) ACCOUNTING INTERFACE.**

Generation accounting of wall the payments and deductions made to an employee or costs center is an important task. Through this module the user can define a relation among each of the accounts defined in the accounting system and groups of the results of each payroll

process. This way the accounting detail can be as granular or summarized as the user desires. The module produces a plain text file of output that contains the account and value along with the date of accounting.

## **B. PERSONNEL INFORMATION.**

### **(1). PROSPECT EMPLOYEE'S.**

This module manages information concerning people who are in the process of applying for a position in the company. It allows the recording, modification and querying of prospect data such general identification data, studies and previous experience.

In addition, all the steps that should be taken in the recruitment phase can be recorded. After the person's information has been recorded a record each of the steps passed and a short comment for each step can be maintained.

After completion of all the steps required, and the new employee is hired, the data recorded in this module is transferred to the curriculum vitae's module for further processing.

### **(2). EDUCATION FACILITIES MANAGEMENT.**

Through the definition of all the classrooms, audiovisual aids, and resources available in the company, the user will be able to schedule courses, enroll students, and manage the education process. This module cross checks the requirements of any of the defined courses allowing long and short term planning of the needs and availability of facilities.



The course planning information is stored as in the following groups.

- **Companies:** Allows recording external companies that teach courses using their own resources. With this information the user can access external schedules when needed.
- **Courses:** Any of the courses that exists, available or not should be recorded here so the actual times and date of planned courses can be entered elsewhere. In addition to that, a course evaluation option allows to review the contents, and helpfulness of each subject matter taught.
- **Rooms:** Records information of each of the classrooms, auditoriums, and other facilities where meetings or classes may be held.
- **Audiovisual Aids:** Records all the media that can be used in teaching a class.
- **Applications:** Records employee application to existing courses. This way the scheduling of courses is most effectively oriented to the actual needs.
- **Scheduling:** Allows to schedule courses along with the reservations of the room, time, teacher, and resources needed. Once the lectures are planned no other use can be given neither to the room nor to the resources reserved in the times that they were scheduled for that course.
- **Teachers:** Records information of teachers, their names, availability, personal data and evaluations of their performance in each courses.

In addition the users will be able to lists calendars, availability of rooms, letters of invitation, student rosters, etc.

### **(3). LOANS.**

Many companies provide for loans that can be given to their employees. This module manages the information required to give loans, produce automatic deductions, calculate interests, generate account balance and report the status of each employee. It is managed through these options:

- **Type of loans:** Records the formula that the system should use to calculate interests and installments that should be paid.
- **Payments:** records the conditions of payment and how it should be deducted off each payroll item. The conditions could be broken up on payroll percentages or loan percentages associated to payroll items.
- **Lines of credit:** By mixing and matching types of loans and conditions of payment the user can define as many lines of credit that the employee can access.
- **Refinancing:** Allows to get a loan to pay an existing one, so the employee can access the new conditions associated with a given line of credit.
- **Balance:** All the installments are automatically deducted by the payroll process using the definitions of line of credit and method of payment taken by the employee. This option lets the user query the status of a loan, check the payments, and review the behavior of the loan.

#### **(4). SAVINGS.**

As opposed to the loans, the employee can have the possibility to define a savings plan. Many companies implement a mutual savings program where the employer encourages the savings by giving to the employee a percentage of the amount he or she saves. By means of this module an automatic deduction of the employee's regular payments is performed. This deduction is taken to a savings account along with the percentage given by the company. As in the loans module a regular balance of the account can be produced, and the characteristics of the savings plan can be defined.

#### **(5). ACCOUNTING PROVISIONS OF EXPENDITURE.**

This module allows to generate the accounting records necessary to insure that when the payments of special non-periodic bonuses are realized they already have being accounted for. It is a process associated to the accounting interface and has to be run monthly. The non periodic bonuses that the module manages are the same described in the non periodic bonuses mentioned above.

In addition of generating the accounting records the module checks at the moment of payment whether the whole amount has being accounted for and if not generates a credit or debit to the appropriate expense account.

#### **(6). FORECASTS OF PERSONNEL EXPENSES.**

This module uses all the information recorded in the curriculum vitae module, and the historical data on payments, deductions, wage increases, extra time worked etc. to generate an accurate forecast of personnel expenses classified by cost center, hierarchical organization, and nature of expenses. It takes several parameters as projected wage increase, date of wage raises, and time of

simulation to produce the forecasts. It can be run with several parameters to compare the different impacts of modifying a certain parameter.

## **DESCRIPTION OF THE SYSTEM DELIVERED.**

After the installation of the system described above, a series of meetings were held with each group that would use the software. As the result a series of requirements were identified. The final System delivered was specially tailored to meet not only, the initial requirements but also, several new additions introduced during the actual implementation of the system.

During the implementation of the System it was found that the initial requirements were somehow incomplete, so new meetings had to be scheduled and a revision of the initial requirements and implementation plan was issued. Furthermore it was decided that the software technology upon which the system had been build had become obsolete and it was agreed to move it to the new technology ( from ORACLE RDBMS v6 to RDBMS v7). Theses unforeseen events along with computer down time, last minute changes , and inappropriate estimate of the time required to loading, verification, and approval of the modules brought about an extension of the time required to implement the System.

The following chapters will explain module by module all the changes introduced to the system.

### **(1) Curriculum vitae.**

The employees basic data was augmented to include the new attributes to identify the regional office, department, and grade of the job position.

The attribute that was used for the employees identification had to be changed to an eleven character field. This change required the modification of all of the computer programs that managed employee information. In addition to this, the menu system was modified so once the user performed any query it would transfer the employee's identification to any other option of the menu. This new feature allows the user to have the same employee id to query any data throughout the system with out any additional typing.

The attribute used for identifying whether the employee was using the company's housing plan, was marked CREDITO ICBF.

The fields of monthly commission, date of last commission raise, company through which was hired, and type of payroll were eliminated. A fixed payment table replaced these attributes, now the system doesn't have any limitation in the number of salary components.

The form that allows to enter a wage raise were eliminated completely, the institute gives raises associated to the job position, not to the person.

As the institute doesn't pay extra time worked but replaces it with free time, a form that allows to keep track of the extra time worked and free time taken as reimbursement was developed.

Staff control:

A new form was introduced so the system would be able to control and manage the staffing of each hierarchical division of the INSTITUTE.

**Treasurer:**

A new form was developed to control employee's status with the treasurer's office.

**Absenteeism:**

A new form to control absenteeism was fully developed to be able to control and group absences by type and to keep track of each employee's absences.

**Vacation control.**

Three forms were introduced to keep track of pending vacation time, history of vacations taken, and approval of vacation time.

**Assignments ( In charge):**

Seven forms were introduced to manage the events when an employee is replacing another in his job position. These forms control the assignments, allows to query assignments, terminate them, and interfase the central database with those reported in the regional databases.

**Raises and promotions:**

Three forms where developed to manage raises and promotions. The delivered system has the capability to give a raise to groups of employees base on its characteristics and attributes.



## **(2). PAYROLL.**

Every time an employee is hired, a fee is generated to be charged as inclusion in CAJANAL.

A form to record the travel expenses. Travel expenses are given to each employee prior he or she leaves, on return a form describing each of the expenses should be filled. The form should include: employee's id, nature of expense, amount, date, and amount anticipated.

A form to record meals expenses was introduced and reports for verification of these data was created.

About 200 new reports were introduced to meet user's expectations. Many others were changed so the existing fields were shown in different order. Some reports were eliminated. Others were redirected to flat files so the users can use word processors to create custom letters and merge the information with the them.

## **(3). Non Periodical Payments.**

Vacations: Once the payments have been made and the employee is on vacation, there should provision for recalculation the amount due if there is a general wage raise.

All the programs were modified to take into account the fact that the salary components are found in a new table. In addition to that, all the non periodical payments take into account the assignments taken for the employees in the last three months.

#### **(4). Contract cessation.**

The module was modified to take into account the possibility of a termination of contract while the employee is on assignment or has had assignments in the last three months. In this case the system uses the average salary earned in the last three months.

#### **(5). Accounting interface.**

Some reports had to be modified, namely the payroll record and the bridge account (transferencias).

#### **(6). Legal claims.**

There is special accounting interface for the payments done through this option. It should include a codification of the reason for payment, and a complete account.

#### **(7).Loans.**

There is now an application module where all the loan data should be reported to before the grant of the loan. It includes include the employees id, the identification of the branch he or she works for (hierarchical organization), the type of loan (based on a new table), the prerequisites to be eligible for the loan, an analysis of earnings vs. expenses and results of point based eligibility analysis which depends on the salary, the number of relatives depending on him or her, purpose of the loan, and capacity of payment (earnings vs. expenses).

This module was the last one finished and is still under testing.

## **(8). Selection and Hiring.**

This module was developed as a new feature because the existing one did not apply to the INSTITUTE's policy. It includes:

**Openings:** It allows the user to query those job positions, currently open or filled provisionally by a person not officially named for that position.

**Contest opening.**

As the openings are filled by those employees qualified through a contest, this forms allows to specify the qualifications that are to be met to be considered for the job opening.

**External applications:**

It allows to record the prospects that do not work in the INSTITUTE, but are qualified for the job opening in the terms described by the contest.

**Applications:**

It allows to record the employees that wish to apply for the contest.

**Evaluation of applicants:**

It allows to record the grades obtained by each applicant in each of the qualifications and test associated to each job opening.

**Hiring.**

It allows to end the contest by a fulfillment of the job opening.

## **(9) Staffing.**

This module allows to keep track of the hiring process, to control the job openings, to query the status of a job opening the following forms were developed.

Record job opening.

Allows the modification of the staff plant by the inclusion of a new job position where the regional office and the hierarchical structure should be recorded.

Parameters:

Registers the criteria by which the transfer or incorporation of data created by others regional offices is loaded or down loaded.

Export /import.

Process that up loads or down loads information from other regional offices.

Maintenance of Regional offices.

Allows maintenance and inclusion of data of the new regional offices allowed to interfase to the System.

Hierarchical divisions.

Allows maintenance of hierarchical structure of the regional offices.

## **(10) FORECAST OF PERSONNEL EXPENSES**

The forecast module was fully developed to accommodate all the special criteria required by the INSTITUTE. It is made out the following forms and process.

### **Vacations Pending:**

Report that lists all the outstanding payments and time pending of payment. The report is sensitive to the reporting criteria recorded elsewhere.

### **Vacations Plan:**

This forms allows the recording of the scheduled vacations as requested by each employee.

### **Forecast of Vacations.**

Report that lists the amounts due for vacations.

### **Forecast of Bonuses.**

Report that lists the amounts due for Bonuses.

### **Forecasts of Extra time worked.**

Report that lists the extra time worked on a monthly basis in a given period of time.

### **Forecast of Time to reimburse.**

Report that lists all the pending time which is outstanding.

## **(11.) EMPLOYEES EVALUATION.**

### **Evaluation of Services:**

Form that allows the recording of each evaluation performed and the results and criteria of evaluations.

### **Evaluations pending.**

Report that lists all the employees that have not been evaluated, and the dates evaluation should have been performed.

### **Evaluations Performed.**

Report that lists the employees that have been evaluated and the dates of the evaluation and expiration.

### **Hierarchical evaluation.**

Report that allows to evaluate hierarchical division as the average of the evaluations of its employees.

### **Employees that failed evaluation.**

Report that lists all the employees that are bellow the evaluation parameters for a satisfactory performance.

### **Employees that appeal evaluations:**

Report that lists all the employees that appeal the evaluation report.

## **(12.) EDUCATION FACILITIES MANAGEMENT.**

This module was modified extensively according to the current requirements of the user. The modifications made were:

Courses required by Hierarchical Structure.

Forms that allow the recording of all the employees requiring training.

Schedule of Courses:

The forms that allow recording of training was modified to keep track of special requirements of the INSTITUTE.

## CONCLUSIONS.

The conception of all the modules that managed payment of the initial System fit very well the users needs but the changes that have to be introduced require the modification of all of the computer programs that manage employee information. This single modification although easy to conceive is required a lot of work since most of the programs are developed in the 'C' programming language which makes specially difficult the nature of the change.

The modules that manage personnel information were extensively modified and in many cases whole new modules had to be constructed.

Some of estimate times required revision, due to the redefinition of requirements and extensively testing that was done to the System.

Although there was some agreed extension to the initial implementation plan, it better the quality of the final system and ensured user satisfaction. The delivered system met all of expectation of the users and their involvement in the testing helped improve the time taken to phase it into production.



**LIST OF  
PROGRAMS  
DELIVERED**

**INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR  
NODOS APLICACION DE RECURSOS HUMANOS**

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
<b>MENUS</b>	<b>NODO RAIZ (OBLIGA)</b>	<b>MENU</b>	
<b>srh</b>	<b>SIS DE RECURSOS HUM.</b>	<b>MENU</b>	
<b>hdv</b>	<b>HOJAS DE VIDA</b>	<b>MENU</b>	
hdv01	EMPLEADOS	MENU	
hdv0101	Datos Personales	FORMA	HDV_FORMAS EMPDATIC
hdv0102	Estructura De Planta	FORMA	HDV_FORMAS CARGOSBF
hdv0103	Datos Laborales	FORMA	HDV_FORMAS DLABORBF
hdv0104	Experiencia Laboral	FORMA	HDV_FORMAS EMPLEOS
hdv0105	Beneficiarios	FORMA	HDV_FORMAS BENEFIC
hdv0106	Estudios	FORMA	HDV_FORMAS ESTUDIOS
hdv0107	MODIFICACION DTOS LABOR	MENU	
hdv010701	Cargos Ocupados	FORMA	HDV_FORMAS HISCARBF
hdv010702	Historia De Empleados x Cargo	FORMA	HDV_FORMAS HISTXCAR
hdv010703	Historia Sueldo	FORMA	HDV_FORMAS HISTSABF
hdv010704	Actualizacion De Cargo Y Grado	FORMA	HDV_FORMAS AUDICAIC
hdv010705	Traslado De Empleado	FORMA	HDV_FORMAS AUDITRIC
hdv010706	Aumentos Colectivos	PROC	HDV_C aumentos
hdv010707	Aumento De Sueldo	FORMA	HDV_FORMAS AUDISAL

# INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR

## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
hdv0108	Datos Laborales Resumen	FORMA	HDV_FORMAS EMPUBIC1
hdv0109	Consulta Ingresos Retiros	FORMA	HDV_FORMAS CONRETFB
hdv0110	Ausentismos	FORMA	NOM_FORMAS AUSEN2BF
hdv0111	Consulta De Ausentismos Cons	FORMAQ	NOM_FORMAS AUSENCON
hdv02	TESORERIA	MENU	
hdv0201	Consulta De Planta	FORMA	HDV_FORMAS CARGOSBF
hdv0202	Menor Valor Retencion	FORMA	HDV_FORMAS VIVIENDA
DESTINO_CESAN	Fondos De Cesantias	FORMA	QUERYX_MAS FONDOCES
hdv0204	Reforma Laboral	FORMA	HDV_FORMAS REFOLABO
hdv0205	Formas De Pago	FORMA	QUERYX_FORM QRXAMB09
hdv0206	Tipos De Liquidacion	FORMA	HDV_FORMAS TIPOLIQ
hdv0207	Datos De Tesoreria	FORMA	HDV_FORMAS DTESORBF
hdv0208	Entidades Financieras	FORMA	MAN_FORMAS BANCO
hdv0209	Cuentas En Entidades Financiera	FORMA	MAN_FORMAS CUENTA
hdv0210	Tipos Menor Valor De Retencion	FORMA	MAN_FORMAS TIMENRET
hdv0211	Tabla De Retencion En La Fuente	FORMA	MAN_FORMAS RETEFTE
prs10	VACACIONES	MENU	
prs1001	Parametros De Liq. De Vac.	FORMA	PRS_VAC_FORMAS VACORDBF
prs100101	De Vacaciones Ordinarias	FORMA	PRS_VAC_FORMAS VACORDBF

# INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR

## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
prs100102	De Vacaciones Colectivas	FORMA	PRS_VAC_FORMAS VACCOLEC
prs1002	ADMINI. NOVEDADES DE VAC	MENU	
prs100201	Por Empleado	FORMA	NOM_FORMAS NOVEQ3
prs100202	Por Concepto	FORMA	NOM_FORMAS NOVEQ2
prs100203	Por Ausentismos	FORMA	NOM_FORMAS AUSEN2
prs100204	Por Grupo	FORMA	NOM_FORMAS NOVEGRUP
prs100205	Por Aportes Por Empleado	FORMA	NOM_FORMAS APORTESE
prs100206	Por Aportes Por Concepto	FORMA	NOM_FORMAS APORTESE
prs100207	Por Nov. Pendientes Por Emp	FORMA	NOM_FORMAS NOVEDAD3
prs100208	Por Nov. Prndientes Por Conc	FORMA	NOM_FORMAS NOVEDAD2
prs100209	Por Novedades Y Aporte x Emp	FORMA	NOM_FORMAS NOVEQ4
prs1003	LIQUIDACION DET. VACACION	MENU	
prs100301	Sueldos	PROC	PRS_VAC_C salvac
prs100302	Subsidio De Transporte	PROC	PRS_VAC_C subtlvac
prs100303	Vacaciones	PROC	PRS_VAC_C vacorcol
prs100304	Prima De Vacaciones	PROC	PRS_VAC_C primavac
prs100305	Aportes	PROC	PRS_VAC_C aporvac
prs100306	Novedades De Grupo	PROC	PRS_VAC_C novgvac
prs100307	Novedades	PROC	PRS_VAC_C novqvac

## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
prs100308	Ahorro	PROC	AHO_C ahorvac
prs100309	Devolucion De Ahorro	PROC	AHO_C devahova
prs100310	Auxilios	PROC	PRS_VAC_C auxivac
prs100311	Devengados	PROC	PRS_VAC_C devenvac
prs100312	Ausentismos	SHELL	PRS_VAC_C ausenvac.sh
prs100313	Seguro Social	PROC	PRS_VAC_C issvac
prs100314	Retencion En La Fuente	PROC	PRS_VAC_C retfvac
prs100315	Deducciones	PROC	PRS_VAC_C dedutvac
prs100316	Embargos	PROC	PRS_VAC_C embarvac
prs100317	Prestamos	SHELL	CAR_C liqpreva.sh
prs100319	Deducciones	PROC	PRS_VAC_C dedutvac
prs1004	Consulta Liquidacion De Vacac	FORMA	NOM_FORMAS NOMINAC
prs1005	Consulta De Vacaciones Pendi	FORMA	PRS_VAC_FORMAS VACAPEND
prs1006	Administracion Hist De Vacaci	FORMA	PRS_VAC_FORMAS VACACUM
prs1007	Consultar Consolidacion Vacacio	FORMA	PRS_VAC_FORMAS CONSOVAC
prs1008	Reporte Liquidacion De Vacacio	RPT	PRS_VAC_RPT repovaca
prs1009	OTROS REPORTES DE VACACI	MENU	
prs100901	Parametros De Reportes	FORMA	NOM_FORMAS PARAMREP
prs100902	De Vacaciones A Nivel 1	SQL	PRS_VAC_SQL vacacc1 /

# INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR

## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
prs100903	De Vacaciones Por Concepto	SQL	PRS_VAC_SQL lisvacco /
prs100904	De Vac. X Centro De Pago	SQL	PRS_VAC_SQL vaccenpa /
prs100905	De Vacaciones x Centro Costo	SQL	PRS_VAC_SQL vaccenco /
prs100906	De Historial De Vacaciones	SQL	PRS_VAC_SQL hisvaca /
prs100907	De Vacaciones Pendientes	SQL	PRS_VAC_SQL vacapend /
prs100908	De Empleados En Vacaciones	SQL	PRS_VAC_SQL envaca /
prs100909	De Auditoria De Prestamos	SQL	PRS_VAC_SQL auvapres /
prs100910	De Auditoria Abonos Ahorros	SQL	PRS_VAC_SQL auvaahoa /
prs1010	Reversar Liquidacion De Vacacio	SHELL	PRS_VAC_C revvac.sh
prs1011	Cerrar Liquidacion De Vacaciones	SHELL	PRS_VAC_C acuvac.sh
prs1012	MANTENIMIENTO DE PARAM	MENU	
prs101201	Tipos De Vacaciones	FORMA	PRS_VAC_FORMAS TIPVACBF
<b>enc</b>	<b>ENCARGATURAS</b>	<b>MENU</b>	
enc01	MANTENIMIENTO DE ENCARG	MENU	
enc0101	Mantenimiento De Encargaturas	FORMA	ENC_FORMAS ENCARGA
enc0102	Consulta De Encargaturas	FORMA	ENC_FORMAS CONENCAR
enc0103	Terminacion De Encargaturas	FORMA	ENC_FORMAS TERMENC
enc0104	Borrar Encargaturas Erroneas	FORMA	ENC_FORMAS BORRENC
enc0105	Exportacion/Importacion Encargo	FORMA	ENC_FORMAS EXPIMPEN

# INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR

## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
enc02	REPORTES TECNICOS	MENU	
enc0201	Descripcion De Tablas	RPT	ENC_RPT encstab
enc03	MANTENIMIENTO DE PARAM	MENU	
enc0301	Tipos De Encargaturas	FORMA	ENC_FORMAS TIPENCAR
enc0302	Nombres De Archivos De Export	FORMA	ENC_FORMAS NOMARCH
hdv05	AUMENTOS	MENU	
hdv0501	Parametro Liquidacion Aumento	FORMA	HDV_FORMAS PARAUMBF
hdv0502	Aumento De Sueldo Cargo/Grado	FORMA	HDV_FORMAS AUMENTBF
hdv0503	Liquidacion Aumentos Colectivos	SHELL	HDV_C aumento.sh
hdv0504	Liquidacion Prima Tecnica	FORMA	HDV_FORMAS AUMPRITE
hdv0505	LIQUIDACION DET AUMENTO	MENU	
hdv050501	Liquidacion Sueldo	PROC	HDV_C aumentobf
hdv050502	Liquidacion Prima De Antiguedad	PROC	HDV_C aumpribf
hdv06	CONSULTA DE NOMINA	MENU	
hdv0601	Por Empleado	FORMA	NOM_FORMAS NOMINABF
hdv0602	Por Nivel 1	FORMA	NOM_FORMAS CONS_CC1
hdv0603	Por Nivel 2	FORMA	NOM_FORMAS CONS_CC2
hdv07	REPORTES	MENU	
hdv0701	Parametros De Impresion	FORMA	NOM_FORMAS PARAMREP

## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
hdv0702	DE EMPLEADOS	MENU	
hdv070201	Por Cedula	SQL	HDV_SQL empgeced /
hdv070202	Por Nombre	SQL	HDV_SQL empgenom /
hdv070203	Por Estructura	SQL	HDV_SQL empest /
hdv070204	Por Cargo	SQL	HDV_SQL empcargo /
hdv070205	Por Sueldo	SQL	HDV_SQL empsal /
hdv070206	Por Antigüedad	SQL	HDV_SQL empant /
hdv070207	Por Edad	SQL	HDV_SQL empedad /
hdv070208	Por Direccion	SQL	HDV_SQL empdir /
hdv070209	Con Fecha De Ingreso	SQL	HDV_SQL emfecing /
hdv070210	Por Numero Del Seguro Social	SQL	HDV_SQL empiss /
hdv070211	Ingresados En Un Periodo	SQL	HDV_SQL nombrams /
hdv070212	Por FechasAumento De Sueldo	SQL	HDV_SQL empaum /
hdv070213	Insubsistentes En Un Periodo	SQL	HDV_SQL insubs /
hdv070214	Cambios Cargo En Un Periodo	SQL	HDV_SQL cam_carg /
hdv070215	Habiles Para Jurado De Votacion	SQL	HDV_SQL jurados /
hdv070216	Afiliados A Fonbienestar	SQL	HDV_SQL affonbie /
hdv0703	DE CONSTANCIAS DE TRABA	MENU	
hdv070301	Para Empleados Vigentes	SQL	HDV_SQL certifi1 /



## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
hdv070302	Para Empleados Retirados	SQL	HDV_SQL certific /
hdv0704	DE HISTORIALES	MENU	
hdv070401	De Sueldos	SQL	HDV_SQL histsal /
hdv070403	De Cargos	SQL	HDV_SQL histcar /
hdv0705	DE LA EMPRESA	MENU	
hdv070501	Cargos	SQL	HDV_SQL liscargo /
hdv070502	Estructura De La Empresa	SQL	HDV_SQL estruct /
hdv070503	Planta De Personal	SQL	HDV_SQL plaper /
hdv070504	Listado De Dependencias	SQL	HDV_SQL lisdepen /
hdv0707	De Certificado De IngrY Retencion	PROC	HDV_C ingreca
hdv0708	De Cumpleanos Del Mes	SQL	HDV_SQL cumplano /
hdv0709	De Historial De Traslados	SQL	HDV_SQL histtra /
hdv0712	De Beneficiarios Rango De Edad	SQL	HDV_SQL benefun /
hdv0713	De Control De Ausentismos	SQL	HDV_SQL conaus /
hdv08	REPORTES TECNICOS	MENU	
hdv0801	Descripcion De Tablas	RPT	HDV_RPT hdvtab
hdv0802	Descripcion De Vistas	RPT	HDV_RPT hdvvis
hdv09	MANTENIMIENTO DE PARAM	MENU	
PROFESION	Profesiones	FORMA	QUERYX_FORMS QRXAMB09

## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
CAUSA_RETIRO	Causas De Retiro	FORMA	QUERYX_FORMS QRXAMB09
hdv0903	Jornadas	FORMA	HDV_FORMAS JORNADA
hdv0904	FORMA DE PAGO	MENU	
NIVEL_CARGO	Niveles De Cargo	FORMA	QUERYX_FORMS QRXAMB09
ESTADO_EMP	Estados Del Empleado	FORMA	QUERYX_FORMS QRXAMB03
hdv0907	Tipos De Empleado	FORMA	HDV_FORMAS TIPOEMP
CLASE_CONTR	Clases De Contrato	FORMA	QUERYX_FORMS QRXAMB09
CLASE_EMP	Clases De Empleado	FORMA	QUERYX_FORMS QRXAMB03
RELAC_FAM	Parentescos	FORMA	QUERYX_FORMS QRXAMB09
EST_NIVEL	Niveles De Estudio	FORMA	QUERYX_FORMS QRXAMB09
hdv0912	Motivos Cambio Cargo	FORMA	HDV_FORMAS MOTCAMCA
hdv0913	Motivos Cambio Salario	FORMA	HDV_FORMAS MOTCAMSA
hdv0914	Tipos De Nombramiento	FORMA	HDV_FORMAS TIPONOMB
hdv0915	Aumentos Salariales	FORMA	HDV_FORMAS AUMENTOS
hdv0916	Filiacion Politica	FORMA	HDV_FORMAS FILIACIO
hdv0917	Tipos De Providencias	FORMA	HDV_FORMAS TIPOPROV
IDIOMA	diomas	FORMA	QUERYX_FORMS QRXAMB09
DEPORTE	Deportes	FORMA	QUERYX_FORMS QRXAMB09
hdv0920	Tipos De Actividades	FORMA	HDV_FORMAS TIPOACTI

## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
hdv0921	Otras Actividades	FORMA	HDV_FORMAS ACTIVIDA
TIPO_CENTRO	Tipos De Centros De Costos	FORMA	QUERYX_FORMS QRXAMB09
hdv0923	Centros De Costos	FORMA	HDV_FORMAS CENTCOST
hdv0924	Codigo De Cargos	FORMA	HDV_FORMAS CODCARBF
hdv0925	Estados Del Cargo	FORMA	QUERYX_FORMS QRXAMB09
hdv0926	Tipos De Vivienda	FORMA	QUERYX_FORMS QRXAMB09
hdv0927	Funciones Por Grado Y Cargo	FORMA	HDV_FORMAS FUNCARGO
hdv0928	Tipos De Liquidacion	FORMA	HDV_FORMAS TIPOLIQ
CAJA_COMPEN	Cajas De Compensacion	FORMA	QUERYX_FORMS QRXAMB09
<b>nom</b>	<b>NOMINA</b>	<b>MENU</b>	
nom01	PROCESO DE NOMINA	MENU	
nom0101	Parametros Liquidacion Nomina	FORMA	NOM_FORMAS PARALIBF
nom0102	ADMINI NOVEDADES NOMINA	MENU	
nom010201	Por Empleado	FORMA	NOM_FORMAS NOVEQ3BF
nom010202	Por Concepto	FORMA	NOM_FORMAS NOVEQ2BF
nom010203	Por Ausentismos	FORMA	NOM_FORMAS AUSEN2BF
nom010204	Por Grupo	FORMA	NOM_FORMAS NOVEGRUP
nom010205	De Aportes Por Empleado	FORMA	NOM_FORMAS APORTEBF
nom010206	De Aportes Por Concepto	FORMA	NOM_FORMAS APORTCBF

## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
nom010207	Pendientes Por Empleado	FORMA	NOM_FORMAS NOVED3BF
nom010208	Pendientes Por Concepto	FORMA	NOM_FORMAS NOVED2BF
nom010209	Por NoveY Aportes Por Empl	FORMA	NOM_FORMAS NOVEQ4BF
nom010210	Cargar Archivo De Subsidio Fam.	SHELL	LOAD subcopia.sh
nom010211	Por Subsidio Familiar	SHELL	LOAD subsidio.sh
nom010212	Por Horas Extras	FORMA	NOM_FORMAS HEXTRASBF
nom010213	Por Compensatorios	FORMA	NOM_FORMAS COMPENBF
nom0103	Liquidacion General De Nomina	SHELL	NOM_C llamaliq.sh
nom0104	LIQUIDACION DETALLADA	MENU	
nom010401	Liquidacion De Nomina	SHELL	NOM_C liqnom.sh
nom010402	Liquidacion De Vacaciones	SHELL	PRS_VAC_C liqvacbf.sh
nom010403	Liquidacion General De Liq. Def.	SHELL	PRS_DEF_C liqdef.sh
nom010404	LIQUIDACION NOMINA DET	MENU	NOM_C ractnom
nom010405	LIQUIDACION DE VAC DET	MENU	NOM_C confijos
nom010406	LIQUIDACION DEF DET	MENU	NOM_C subtl
nom0105	Reversar Liq Geral De Nomina	SHELL	NOM_C revtot.sh
nom0106	REVERSAR LIQUIDACION DET	MENU	
nom010601	Reversar Liquidacion De Nomina	SHELL	NOM_C revnom.sh
nom010602	Reversar Liquidacion De Vaca	SHELL	PRS_VAC_C revvac.sh

## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
nom010603	Reversar Liquidacion Definitiva	SHELL	PRS_DEF_C revdef.sh
nom0107	Consulta De Nomina Por Emp	FORMA	NOM_FORMAS NOMINABF
nom0108	CONSULTAS DE NOM x NIVEL	MENU	
nom010801	Por Nivel 1	FORMA	NOM_FORMAS CONS_CC1
nom010802	Por Nivel 2	FORMA	NOM_FORMAS CONS_CC2
nom0109	Cerrar Liquidacion Gral Nomina	SHELL	NOM_C acunom.sh
nom02	REPORTES DE NOMINA	MENU	
nom0201	Parametros De Impresion	FORMA	NOM_FORMAS PARAMREP
nom0202	DE PRENOMINA	MENU	
nom020201	De Desprendibles De Nomina	PROC	NOM_C desprnom
nom020202	De Prenomina Por Empleado	PROC	NOM_C prenombf
nom020203	De Liquidacion Definitiva	PROC	PRS_DEF_C predefbf
nom020204	De Comprobantes De Pago	PROC	NOM_C comprob
nom020205	De Aportes	SQL	NOM_SQL lisapobf /
nom020206	De Nomina Por Concepto	SQL	NOM_SQL lisnomco /
nom020207	De Novedades Por Empleado	SQL	NOM_SQL lisnovbf /
nom020208	De Nomina Por Centro De Pago	SQL	NOM_SQL nomcenpa /
nom020209	De Novedades Por Concepto	SQL	NOM_SQL liscon /
nom020210	De Auditoria De Prestamos	SQL	NOM_SQL audipres /

## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
nom020211	De Nov. Pendientes Por Emp	SQL	NOM_SQL Inovpebf /
nom020212	De Relacion De Pagos	SQL	NOM_SQL relpagbf /
nom020213	De Nov. Pendientes Por Conc	SQL	NOM_SQL Inovpcbf /
nom020214	De Ausentismos	SQL	NOM_SQL lisausen /
nom020215	De Horas Extras	SQL	NOM_SQL lrhoexbf /
nom020216	De Deducciones Por Concepto	SQL	NOM_SQL ldedpcbf /
nom020217	De Carta Para El Banco	RPT	NOM_RPT bancosbf
nom0203	DE NOMINA POR NIVEL	MENU	
nom020301	Por Nivel 1 (Instituto)	SQL	NOM_SQL ccost1bf /
nom020302	Por Nivel 2 (Regional)	SQL	NOM_SQL ccost2bf /
nom020303	Por Nivel 3 (Dependencia)	SQL	NOM_SQL ccost3bf /
nom0204	DE ACUMULADOS	MENU	
nom020401	De Acumulados Por Empleado	SQL	NOM_SQL acuempbf /
nom020402	De Acumulados Por Concepto	SQL	NOM_SQL acumcobj /
nom020403	De Acum Por Pagos Y Desc. Ley	SQL	NOM_SQL acuporpd /
nom0205	De Recalculo ReteFuente	PROC	NOM_C infretf
nom0206	De Certificados De Ingr Y Retenci	PROC	HDV_C ingrekar
nom0207	De Arch. Mag. Concasa	SQL	NOM_SQL concasa /
nom0208	De Codigos De Novedades	SQL	NOM_SQL codnoved /

## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
nom0209	De Compensatorios Pendientes	SQL	NOM_SQL compensa /
nom0210	De Vales De Almuerzo	RPT	NOM_RPT vales
nom03	PROCESOS NO PERIODICOS	MENU	
nom0301	Parametros De Actualizacion	FORMA	NOM_FORMAS PARAOLIQ
nom0302	Actualizar ReteFuente	PROC	NOM_C actretf
nom0304	Abonos De Cesantias A Presta	PROC	CAR_C aboxces
nom0305	Reporte De Abonos De Cesantias	SQL	NOM_SQL lisaboce /
nom0306	Reversar Abonos De Cesantias	PROC	CAR_C revaboce
nom04	CONSULTAS REPOR ACUMU	MENU	
nom0401	Por Empleado	FORMA	NOM_FORMAS ACUML1
nom0402	Por Concepto	FORMA	NOM_FORMAS ACUML2
nom0403	REPORTES	MENU	
nom040301	Parametros De Impresion	FORMA	NOM_FORMAS PARAMREP
nom040302	De Acumulados Por Empleado	SQL	NOM_SQL acumemp /
nom040303	De Acumulados Por Concepto	SQL	NOM_SQL acumcon /
nom05	REPORTES TECNICOS	MENU	
nom0501	Descripcion De Tablas	RPT	NOM_RPT nomtab
nom0502	Descripcion De Vistas	RPT	NOM_RPT nomvis
nom06	MANT DE PARAMETROS	MENU	

## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
nom0601	Grupos De Conceptos	FORMA	NOM_FORMAS GRUPCON
nom0602	Conceptos Sql	FORMA	NOM_FORMAS CONCESQL
nom0603	Conceptos	FORMA	NOM_FORMAS CONCEPTO
nom0604	Tipos De Ausentismos	FORMA	NOM_FORMAS AUSENCIA
nom0605	Centros De Atencion	FORMA	NOM_FORMAS CABUPZ
nom0606	Diagnostico	FORMA	NOM_FORMAS DIAGAUSE
nom0607	Dias Habiles	FORMA	NOM_FORMAS HABILES
nom0608	Fechas De Pago Por Empleado	FORMA	NOM_FORMAS FECHPAGO
nom0609	Periodos De Liquidacion	FORMA	NOM_FORMAS PERINOMI
nom0610	Descuento Alimentacion	FORMA	NOM_FORMAS DESCALIM
nom0611	Consulta De Conceptos/Grupos	FORMA	NOM_FORMAS CONGRUP
<b>prs</b>	<b>PRESTACIONES SOCIALES MENU</b>		
prs01	PRIMAS	MENU	
prs0101	Parametros Liquidacion Primas	FORMA	PRS_PRI_FORMAS PARAMPRI
prs0102	ADM NOVEDADES PRIMAS	MENU	
prs010201	Por Empleado	FORMA	NOM_FORMAS NOVEQ3BF
prs010202	Por Concepto	FORMA	NOM_FORMAS NOVEQ2BF
prs010203	Por Nov. Pendientes Por Emp	FORMA	NOM_FORMAS NOVED3BF
prs010204	Por Nov. Pendientes Por Conc	FORMA	NOM_FORMAS NOVED2BF



## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
prs0103	LIQUIDACION DE PRIMAS	MENU	
prs010301	Bonificacion De Junio	PROC	PRS_PRI_C prilegju.sh
prs010302	Bonificacion De Diciembre	SHELL	PRS_PRI_C prilegdi.sh
prs0104	Liquidacion Gral. Otros Concept	SHELL	PRS_PRI_C liqpri.sh
prs0105	LIQUI DET. OTROS CONCEPTO	MENU	
prs010501	Novedades	PROC	PRS_PRI_C novqpri
prs010502	Novedades Devengadas	PROC	PRS_PRI_C devenpri
prs010503	Retencion En La Fuente	PROC	PRS_PRI_C retpri
prs010504	Embargos	PROC	EMB_C embarpri
prs010505	Prestamos	SHELL	CAR_C liqprepr.sh
prs010506	Novedades Deducidas	PROC	PRS_PRI_C deducpri
prs0106	Consulta Liquidacion De Primas	FORMA	NOM_FORMAS NOMINABF
prs0107	Consulta Consolidacion Primas	FORMA	PRS_PRI_FORMAS CONSOPRI
prs0108	REPORTES LIQ PRIMAS	MENU	
prs010801	Parametros De Impresion	FORMA	NOM_FORMAS PARAMREP
prs010802	De Bonificacion Primer Semestre	PROC	PRS_PRI_C prenomj
prs010803	De Bonificacion Segundo Semest	PROC	PRS_PRI_C prenomd
prs010804	De Desprendibles	PROC	PRS_PRI_C desprnom
prs010805	De Desprendibles Segundo Sem	PROC	PRS_PRI_SQL lisnovpc /

## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
prs010806	De Prima A Nivel 1	SQL	PRS_PRI_SQL primacc1 /
prs010807	De Comprobantes De Pago	PROC	PRS_PRI_C comppri
prs010808	De Prima Por Centro De Pago	SQL	PRS_PRI_SQL pricenpa /
prs010809	De Prima Por Centro De Costo	SQL	PRS_PRI_SQL pricenco /
prs0109	Reversar Liquidacion De Primas	SHELL	PRS_PRI_C revpri.sh
prs0110	Cerrar Liquidacion De Primas	SHELL	PRS_PRI_C acupri.sh
prs02	CESANTIAS PARCIALES	MENU	
prs0201	Parametros Liq Ces. Parc.	FORMA	PRS_CES_FORMAS PARAMCES
prs0202	ADM NOV CESANTIAS PARC.	MENU	
prs020201	Por Empleado	FORMA	NOM_FORMAS NOVEQ3BF
prs020202	Por Concepto	FORMA	NOM_FORMAS NOVEQ2BF
prs0203	Liqu General Ces. Parciales	SHELL	PRS_CES_C cespar.sh
prs0204	LIQUIDACION DETALLADA	MENU	
prs020401	Novedades	PROC	PRS_CES_C novqces
prs020402	Cesantias Parciales	PROC	
prs020403	Embargos	PROC	EMB_C embarces
prs020404	Prestamos	PROC	CAR_C prestces
prs0205	Consulta Historial Cesantias Par	FORMA	PRS_CES_FORMAS CESANTIA
prs0206	Consulta Consol Cesantias	FORMA	PRS_CES_FORMAS CONSOCES

## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
prs0207	Consulta Cesantias Congeladas	FORMA	PRS_CES_FORMAS CESANCON
prs0208	Reporte De Liq De Cesantias	PROC	PRS_CES_C cesparr
prs0209	REPORTES DE CESANTIAS	MENU	
prs020901	Param Reporte Cesantias Grales	FORMA	NOM_FORMAS PARAMREP
prs020902	Reporte General De Cesantias	PROC	PRS_CES_C lisces
prs020903	Reporte Historial De Cesantias	SQL	PRS_CES_SQL histces /
prs020904	Rep. De Cesantias Al Fondo	SQL	PRS_CES_SQL fondoces /
prs020905	Rep. De Cesantias	SQL	PRS_CES_SQL cesantia /
prs020906	Rep. Cesantias X Centro Costo	SQL	PRS_CES_SQL cescenco /
prs020907	Rep. Cesantias X Centro Pago	SQL	PRS_CES_SQL cescenpa /
prs020908	Rep. Auditoria Prestamos X Ces	SQL	PRS_CES_SQL aucepres /
prs0210	Reversar Liq Cesantias Parciales	SHELL	PRS_CES_C revces.sh
prs0211	Cerrar Liquidacion De Cesantias	SHELL	PRS_CES_C acuces.sh
prs03	INTERESES DE CESANTIAS	MENU	
prs0301	Parametros Liq Intereses	FORMA	PRS_INT_FORMAS PARAMINT
prs0302	Liquidar Intereses De Cesantias	SHELL	PRS_INT_C liqint.sh
prs0303	Consultar Consol Intereses	FORMA	PRS_INT_FORMAS CONSOINT
prs0304	Reporte Fondos De Cesantias	SQL	PRS_INT_SQL fondoces /
prs0305	Reversar Liquidacion De Intereses	PROC	PRS_INT_C revinter

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CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
prs0306	Cerrar Liquidacion De Intereses	SHELL	PRS_INT_C acuint.sh
prs04	LIQUIDACION DEFINITIVA	MENU	
prs0401	Parametros Liq Definitiva	FORMA	PRS_DEF_FORMAS PARAMDEF
prs040101	Acumular Liquidacion Definitiva	SHELL	PRS_DEF_C acundef.sh
prs0402	ADM NOVEDADES DE LIQ. DEF	MENU	
prs040201	Por Empleado	FORMA	NOM_FORMAS NOVQ3
prs040202	Por Concepto	FORMA	NOM_FORMAS NOVQ2
prs040203	Por Ausentismos	FORMA	NOM_FORMAS AUSEN2
prs040204	Por Grupo	FORMA	NOM_FORMAS NOVEGRUP
prs040205	Por Aportes Por Empleado	FORMA	NOM_FORMAS APORTESE
prs040206	Por Aportes Por Concepto	FORMA	NOM_FORMAS APORTESE
prs040207	Por Nov. Pendientes Por Emp	FORMA	NOM_FORMAS NOVEDEAD3
prs040208	Por Nov. Pendientes Por Conc	FORMA	NOM_FORMAS NOVEDEAD2
prs040209	Por Nov. Y Aportes Por Empl	FORMA	NOM_FORMAS NOVEQ4
prs0403	LIQ DETALLADA DE LIQ. DEF.	MENU	
prs040301	Conceptos Fijos	PROC	PRS_DEF_C confijos
prs040302	Subsidio De Transporte	PROC	PRS_DEF_C subdefbf
prs040303	Prima Legal Junio	PROC	PRS_DEF_C prdefjbf
prs040304	Vacaciones	PROC	PRS_DEF_C vacdefbf

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CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
prs040305	Prima De Vacaciones	PROC	PRS_DEF_C privadef
prs040306	Cesantias E Intereses	PROC	PRS_DEF_C cesdefbf
prs040307	Prima Legal Diciembre	PROC	PRS_DEF_C prdefdbf
prs040308	Novedades De Grupo	PROC	PRS_DEF_C novgdef
prs040309	Novedades	PROC	PRS_DEF_C novqdef
prs040310	Aportes	PROC	PRS_DEF_C apordef
prs040311	Devolucion De Ahorro	PROC	AHO_C devahode
prs040312	Ausentismos	SHELL	PRS_DEF_C ausendef.sh
prs040313	Cajanal	PROC	PRS_DEF_C cajanal
prs040314	Retencion En La Fuente	PROC	PRS_DEF_C cajdefbf
prs040315	Embargos	PROC	EMB_C embdefbf
prs040316	Prestamos	PROC	CAR_C predefbf
prs040317	Novedades Pendientes	PROC	PRS_DEF_C novpdef
prs0404	Consultar Liquidacion Definitiva	FORMA	PRS_DEF_FORMAS NOMDEFBF
prs0405	Reporte Liquidacion Definitiva	PROC	PRS_DEF_C predefbf
prs0406	OTROS REPORTES LIQ. DEF	MENU	
prs040601	Parametros De Reportes	FORMA	NOM_FORMAS PARAMREP
prs040602	De Liq. Def. A Nivel 1	SQL	PRS_DEF_SQL lidecc1 /
prs040603	De Liq. Def. X Concepto	SQL	PRS_DEF_SQL lisdefco /

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CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
prs040604	De Liq. Def. X Centro De Pago	SQL	PRS_DEF_SQL lidecepa /
prs040605	De Liq. Def. X Centro De Costo	SQL	PRS_DEF_SQL lidececo /
prs040606	De Auditoria De Prestamos	SQL	PRS_DEF_SQL audepres /
prs040607	De Auditoria Pagos De Ahorro	SQL	PRS_DEF_SQL audeahop /
prs0407	Reversar Liquidacion Definitiva	SHELL	PRS_DEF_C revdef.sh
prs05	CONSOLIDACIONES	MENU	
prs0501	Parametros De Consolidacion	FORMA	PRS_COP_FORMAS PARAMCON
prs0502	Consolidar Vacaciones	PROC	PRS_COP_C convac
prs0503	Consolidar Cesantias	PROC	PRS_COP_C conces
prs0504	Consolidar Intereses	PROC	PRS_COP_C conint
prs0505	Consolidar Primas	PROC	PRS_COP_C conpri
prs06	REPORTES TECNICOS	MENU	
prs0601	Descripcion De Tablas	RPT	PRS_PAR_RPT destab
prs0602	Descripcion De Vistas	RPT	PRS_PAR_RPT desvis
prs07	MANTENIM PARAMETROS	MENU	
prs0701	Prima De Vacaciones	FORMA	PRS_VAC_FORMAS PRIMAVAC
prs0702	ReteFuente Para Cesantias	FORMA	PRS_CES_FORMAS RETECESA
prs0703	Destino De Cesantias	FORMA	PRS_CES_FORMAS DESTCESA
prs0704	Causas De Retiro	FORMA	PRS_DEF_FORMAS CAUSARET

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## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
prs0705	Indemnizacion	FORMA	PRS_DEF_FORMAS INDEMNIZ
ley100	SALUD Y PENSIONES LEY 100	MENU	
ley10001	ADMINISTRACION	MENU	
ley1000101	Traslado De Promotora	FORMA	LEY100_FORMAS AUDIEGM
ley1000102	Traslado Fondo De Pensiones	FORMA	LEY100_FORMAS AUDIIVM
ley1000103	Historial De Traslados Promotor	FORMA	LEY100_FORMAS H!STEGM
ley1000104	Hist Traslados Fondos Pension	FORMA	LEY100_FORMAS HISTIVM
ley10002	REPORTES	MENU	
ley10003	REPORTES TECNICOS	MENU	
ley10004	MANTEN PARAMETROS	MENU	
PROMOTORAS	Promotoras De Salud	FORMA	QUERYX_FORMS QRXAMB09
SECCIONAL	Seccionales I.S.S	FORMA	QUERYX_FORMS QRXAMB09
AFP	Administradores De Pensiones	FORMA	QUERYX_FORMS QRXAMB09
MODALIDAD_ISS	Modalidad Promotoras	FORMA	QUERYX_FORMS QRXAMB09
MODALIDAD_AFP	Modalidad Fondos De Pensiones	FORMA	QUERYX_FORMS QRXAMB09
ley1000406	Aportes Por Salud	FORMA	LEY100_FORMAS LEY100EGM
ley1000407	Aportes Por Pensiones	FORMA	LEY100_FORMAS LEY100IVM
<b>con</b>	<b>SELECCION Y CONTRATA</b>	<b>MENU</b>	
con01	ADMINISTRACION	MENU	

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## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
con0101	Cargos Por Proveer	FORMA	CON_FORMAS CARPROBF
con0102	Convocatoria A Concurso	FORMA	CON_FORMAS SOLCARBF
con0103	CANDIDATOS	MENU	
con010301	Mant Candidatos Externos	FORMA	CON_FORMAS PROSPECT
con010302	Estudios Realizados	FORMA	CON_FORMAS ESTUDIPR
con010303	Empleos Anteriores	FORMA	CON_FORMAS EMPLEPRO
con010304	Comentarios Sobre Candidatos	FORMA	CON_FORMAS EMPLECOM
con010305	Inscripcion A Concurso	FORMA	CON_FORMAS ALLCANDI
con010306	Evaluacion Del Candidato	FORMA	CON_FORMAS EVACANDI
con0104	EVALUACION DE CANDIDATOS	MENU	
con0105	Nombram/Posesion/Revocatoria	FORMA	CON_FORMAS CONTRATA
con02	REPORTES	MENU	
con0201	Parametros De Impresion	FORMA	NOM_FORMAS PARAMREP
con0202	Cargos Por Proveer	SQL	CON_SQL carprobf /
con0203	Aviso De Convocatoria	RPT	CON_RPT aviconbf
con0204	Lista De Aspirantes Admitidos	SQL	CON_SQL lisasbf /
con0205	Lista Aspirantes No Aceptados	SQL	CON_SQL asnoadbf /
con0206	Resultados De Pruebas	RPT	CON_RPT resprubf
con0207	Acta De Concurso	RPT	CON_RPT actconbf



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## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
con03	REPORTES TECNICOS	MENU	
con0301	Descripcion De Tablas	RPT	CON_RPT contab
con0302	Descripcion De Vistas	RPT	CON_RPT convis
con04	MANTENIMIENTO PARAMETROS	MENU	
con0401	Areas De Trabajo	FORMA	CON_FORMAS AREASTRA
con0402	Maestro De Pruebas Y Pasos	FORMA	CON_FORMAS PRUEBAS
con0403	Pruebas Y Pasos Por Cargos	FORMA	CON_FORMAS CARPRUPA
con0404	Estado De Los Inscritos	FORMA	CON_FORMAS ESTINSBF
con0405	Estado De Las Solicitudes	FORMA	CON_FORMAS ESTSOLBF
con0406	Motivos Rechazo De Aspirantes	FORMA	CON_FORMAS MOTRECBF
inc	INCORPORACIONES	MENU	
inc01	ADMINISTRACION	MENU	
inc0101	Planta De Personal De Incorp	FORMA	NC_FORMAS PLAINCBF
inc0102	Parametros De Incorporaciones	FORMA	INC_FORMAS PARAMINC
inc0103	Generar Backup De Planta	FORMA	INC_FORMAS BACKUP
inc0104	Ejecutar Proceso De Incorpor	PROC	NC_C incorbf
inc0105	Cargar Planta Actual En Incorpor	SQL	NC_SQL carplact /
inc02	REPORTES	MENU	
inc0201	Parametros De Reportes	FORMA	NOM_FORMAS PARAMREP

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## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
inc0202	LISTADOS DE PLANTA	MENU	
inc020201	Nueva Planilla De Planta X Depen	SQL	INC_SQL nvaplade /
inc020202	Nueva Planilla De Planta X Cargo	SQL	INC_SQL nvaplaca /
inc020203	De Traslados Entre Regionales	SQL	INC_SQL trarefbf /
inc020204	De Cambios De Cargo	SQL	INC_SQL camcarbf /
inc020205	Sin Cambio De Cargo	SQL	INC_SQL nocamcbf /
inc020206	De Numeros De Cargos Por Regi	SQL	INC_SQL numcrebf /
inc020207	Consolidado Listados De Planta	SHELL	INC_SQL lisincbf
inc0203	RESOLUCIONES Y COMUNIC	MENU	
inc020301	Resolucion Asignacion Cargos	SQL	INC_SQL rescарbf /
inc020302	Resolucion De Incorporacion	SQL	INC_SQL resincbf /
inc020303	Comunicacion Para Cada Pers	RPT	INC_RPT compembf
inc020304	Acta De Posesion	RPT	INC_RPT actposbf
inc03	REPORTES TECNICOS	MENU	
inc0301	Descripcion De Tablas	RPT	INC_RPT inctab
inc0302	Descripcion De Vistas	RPT	INC_RPT incvis
inc04	MANTENIMIENTO DE PARAM	MENU	
inc0401	Nuevas Dependencias Por Regi	FORMA	INC_FORMAS DIVINCBF
inc0402	Grupos De Dependencias	FORMA	INC_FORMAS GRUPDEPS

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CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
<b>car</b>	<b>CARTERA DE EMPLEADOS MENU</b>		
car01	ADMINISTDE PRESTAMOS	MENU	
car0101	Mantenimiento De Prestamos	FORMA	CAR_FORMAS PRESTEMP
car0102	Consulta Historial De Pagos	FORMA	CAR_FORMAS PAGOSPRE
car0103	Consulta Capacidad De Endeud	FORMA	CAR_FORMAS CAPAENDE
car02	REPORTES	MENU	
car0201	Parametros De Impresion	FORMA	NOM_FORMAS PARAMREP
car0202	De Extracto De Cartera	PROC	CAR_C extracol
car0203	De Certificado De Interes	RPT	CAR_RPT cerint
car0204	De Cartera Por Beneficiario	SQL	CAR_SQL carbene /
car0205	De Saldo De Carteras	SQL	CAR_SQL carsaldo /
car0206	De Control De Prestamos	SQL	CAR_SQL contpres /
car03	REPORTES TECNICOS	MENU	
car0301	Descripcion De Tablas	RPT	CAR_RPT cartab
car0302	Descripcion De Vistas	RPT	CAR_RPT carvis
car04	MANTENIMIENTO DE PARAM	MENU	
car0401	Tipos De Interes	FORMA	CAR_FORMAS TIPOINTE
car0402	Tipos De Prestamos	FORMA	CAR_FORMAS TIPOPRES
car0403	Clases De Prestamos	FORMA	CAR_FORMAS CLASPRES

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## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
car0404	Formas De Pago	FORMA	CAR_FORMAS FORMAPAG
car0405	Garantias De Prestamos	FORMA	CAR_FORMAS GARANTIA
<b>emb</b>	<b>EMBARGOS</b>	<b>MENU</b>	
emb01	ADMINISTRACION	MENU	
emb0101	Mantenimiento De Embargos	FORMA	EMB_FORMAS EMBARGO
emb0102	Consulta Historial De Pagos	FORMA	EMB_FORMAS PAGOSEMB
emb02	REPORTES	MENU	
emb0201	Valores Descontados	SQL	EMB_SQL valdesco /
emb0202	De Control De Embargos	SQL	EMB_SQL contemb /
emb03	REPORTES TECNICOS	MENU	
emb0301	Descripcion De Tablas	RPT	EMB_RPT embtab
emb0302	Descripcion De Vistas	RPT	EMB_RPT embvis
emb04	MANTENIMIENTO PARAM	MENU	
emb0401	Tipos De Embargos	FORMA	EMB_FORMAS TIPOEMBA
emb0402	Juzgados	FORMA	EMB_FORMAS JUZGADO
<b>aho</b>	<b>AHORRO</b>	<b>MENU</b>	
aho01	ADMINISTRACION	MENU	
aho0101	Mantenimiento Del Ahorro	FORMA	AHO_FORMAS AHOREMPL
aho0102	Consulta Historial De Abonos	FORMA	AHO_FORMAS AHORABON

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## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
aho0103	Consulta Historial De Pagos	FORMA	AHO_FORMAS AHORPAGO
aho02	REPORTES	MENU	
aho0201	SalDOS De Ahorro	SQL	AHO_SQL ahosaldo /
aho03	REPORTES TECNICOS	MENU	
aho0301	Descripcion De Tablas	RPT	AHO_RPT ahotab
aho0302	Descripcion De Vistas	RPT	AHO_RPT ahovis
aho04	MANTENIMIENTO DE PARAM	MENU	
aho0401	Tipos De Ahorro	FORMA	AHO_FORMAS TIPOAHOR
<b>ctb</b>	<b>INTERFASE CONTABLE</b>	<b>MENU</b>	
ctb01	ADMINISTRACION	MENU	
ctb0101	Parametros De Ejecucion	FORMA	CTB_FORMAS PARAMLIQ
ctb0102	Interfase Contable General	PROC	CTB_C interesp
ctb0103	Reversar Interfase Contable	PROC	CTB_C revintno
ctb0104	Cierre Interfase Contable	SHELL	CTB_C acuctb.sh
ctb02	REPORTES	MENU	
ctb0201	Comprobante Mayor De Nomina	PROC	CTB_C nomina
ctb0202	Comprobante Menor De Tercero	PROC	CTB_C ordenqui
ctb0203	Comprobante Mayor De Transfer	PROC	CTB_C transfer
ctb0204	Comprobante Menor De Transfer	PROC	CTB_C ordenmen

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CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
ctb0205	Plan De Cuentas	SQL	CTB_SQL plancon /
ctb03	REPORTES TECNICOS	MENU	
ctb0301	Descripcion De Tablas	RPT	CTB_RPT ctbtav
ctb0302	Descripcion De Vistas	RPT	CTB_RPT ctbvis
ctb04	MANTENIMIENTO DE PARAM	MENU	
ctb0401	Plan Contable	FORMA	CTB_FORMAS PLANCONT
ctb0402	Conceptos Contables Especiales	FORMA	CTB_FORMAS CONCONES
ctb0403	Mantenimiento De Terceros	FORMA	CTB_FORMAS TERCEROS
ctb0404	Terceros Por Concepto Nomina	FORMA	CTB_FORMAS PRESUP
ctb05	GASTOS DE VIAJE	MENU	
ctb0501	Mant. De Gastos De Viaje	FORMA	CTB_FORMAS GTOSVIBF
<b>pro</b>	<b>PROYECCIONES</b>	<b>MENU</b>	
pro01	Parametros De Reportes	FORMA	NOM_FORMAS PARAMREP
pro02	Reporte De Vacaciones Pendi	SQL	PRO_SQL vacapenp /
pro03	Plan De Vacaciones	FORMA	PRO_FORMAS VACAPENP
pro04	Proyeccion De Vacaciones	SHELL	PRO_C provac.sh
pro05	Proyeccion De Bonificacion Ser	SHELL	PRO_C probon.sh
pro06	Reporte De Horas Extras Pag	SQL	PRO_SQL prohex /
pro07	Reporte Compensatorios Pendi	SHELL	PRO_SQL procomp.sh

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CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
pro08	Reporte De Indemnizaciones Pag	SQL	PRO_SQL
pro09	Reporte De Hijos Y Familia	SQL	PRO_SQL prohifa /
pro10	Reporte De Funcionarios	SQL	PRO_SQL profunc /
<b>eva</b>	<b>CALIFICACION SERVICIOS MENU</b>		
eva01	Calificacion De Servicios	FORMA	EVA_FORMAS EVADESBF
eva02	REPORTES	MENU	
eva0201	Parametros De Reportes	FORMA	NOM_FORMAS PARAMREP
eva0202	Calificaciones Por Realizar	SQL	EVA_SQL evadespe /
eva0203	Calificaciones Realizadas	SQL	EVA_SQL evadesre /
eva0204	Consolidado De Calificaciones	SQL	EVA_SQL evadesre /
eva0205	Promedio Por Factor De Calific	SQL	EVA_SQL evadesre /
eva0206	Interposicion De Recursos	SQL	EVA_SQL evadesre /
eva0207	Calificaciones Insatisfactorias	SQL	EVA_SQL evadesre /
eva03	REPORTES TECNICOS	MENU	
eva0301	Descripcion De Tablas	RPT	EVA_RPT evatab
eva0302	Descripcion De Vistas	RPT	EVA_RPT evavis
eva04	MANTENIMIENTO DE PARAM	MENU	
NIVEL_EMP	Niveles	FORMA	QUERYX_FORMS QRXAMB09
eva0402	Grupos De Factores	FORMA	EVA_FORMAS GRUPOFAC

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## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
eva0403	Factores	FORMA	EVA_FORMAS FACDESEM
eva0404	Factores Por Niveles	FORMA	EVA_FORMAS FACNIVEL
MOTIVO_EVALUA	Motivos	FORMA	QUERYX_FORMS QRXAMB09
<b>cap</b>	<b>CAPACITACION</b>	<b>MENU</b>	
cap01	ADMINISTRACION	MENU	
cap0101	Necesidades De Capacitacion	FORMA	CAP_FORMAS NECESIDAD
cap0102	Programacion De Capacitacion	FORMA	CAP_FORMAS CURPROGR
cap0103	Inscripcion A Cursos	FORMA	CAP_FORMAS INSCRIPC
cap0104	Evaluacion De Empleados	FORMA	CAP_FORMAS CURCAPAC
cap0105	Evaluacion De Instructores	FORMA	CAP_FORMAS INSTEVAL
cap0106	Evaluacion De Cursos	FORMA	CAP_FORMAS CURSOEVA
cap0107	Asignacion Presupuestal Reg	FORMA	CAP_FORMAS PREREGI
cap0108	Asignacion Presupuestal Depen	FORMA	CAP_FORMAS ASIGPRES
cap0109	Estado Presupuestal	FORMA	CAP_FORMAS ESTPRESU
cap0110	Eventos	FORMA	CAP_FORMAS EVENTOS
cap0111	Proyectos	FORMA	CAP_FORMAS PROYECTOS
cap02	REPORTES	MENU	
cap0201	Parametros De Impresion	FORMA	NOM_FORMAS PARAMRE?P
cap0202	De Necesidades De Capacitacion	SQL	CAP_SQL necesidad /



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CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
cap0203	De Programacion De Capaci	RPT	CAP_RPT progra
cap0204	De Inscritos	SQL	CAP_SQL relains /
cap0205	De Cronograma De Capacitacion	SQL	CAP_SQL cronocap /
cap0206	De Estado Presupuestal	SQL	CAP_SQL presueje /
cap0207	De Consolidado De Capacitacion	SQL	CAP_SQL consocap /
cap0208	De Participantes	SQL	CAP_SQL relapar /
cap0209	De Consoli Costos De Eventos	SQL	CAP_SQL conseven /
cap0210	De Prioridades En Necesidades	SQL	CAP_SQL prionece /
cap03	REPORTES TECNICOS	MENU	
cap0301	Descripcion De Tablas	RPT	CAP_RPT captab
cap0302	Descripcion De Vistas	RPT	CAP_RPT capvis
cap04	MANTENIMIENTO PARAM	MENU	
cap0401	Entidades	FORMA	CAP_FORMAS ENTIDAD
AREAS	Areas	FORMA	QUERYX_FORMS QRXAMB09
cap0403	Cursos	FORMA	CAP_FORMAS CURSOS
cap0404	Requisitos	FORMA	CAP_FORMAS CURREQUI
cap0405	Contenidos	FORMA	CAP_FORMAS CONTECUR
cap0406	Metodologias	FORMA	CAP_FORMAS METOCURS
cap0407	nstructores	FORMA	CAP_FORMAS INSTRUCT

# INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR

## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
cap0408	Lugares	FORMA	CAP_FORMAS LOCALIZA
cap0409	Elementos	FORMA	CAP_FORMAS MEDIOSAU
EVALUACION	Parametros De Evaluacion	FORMA	QUERYX_FORMS QRXAMB09
TIPOCURSO	Tipos De Curso	FORMA	QUERYX_FORMS QRXAMB03
TIPOALUMNO	Clases De Alumnos	FORMA	QUERYX_FORMS QRXAMB03
RECURSOS	Recursos Para Proyectos	FORMA	QUERYX_FORMS QRXAMB03
ACTIVIDADES	Actividades De Proyectos	FORMA	QUERYX_FORMS QRXAMB03
TIPO_CAPACITA	Tipos De Capacitacion	FORMA	QUERYX_FORMS QRXAMB09
<b>bso</b>	<b>BIENESTAR SOCIAL</b>	<b>MENU</b>	
bso01	ADMINISTRACION	MENU	
bso0101	Solicitudes A Actividades	FORMA	BSO_FORMAS ACTSOLIC
bso0102	Programacion De Actividades	FORMA	BSO_FORMAS ACTPROGR
bso0103	Inscripciones A Actividades	FORMA	BSO_FORMAS ACTINSCR
bso0104	Evaluacion De Coordinadores	FORMA	BSO_FORMAS COODEVAL
bso0105	Evaluacion De Actividades	FORMA	BSO_FORMAS ACTIVEVA
bso02	REPORTES	MENU	
bso0201	Parametros De Impresion	FORMA	NOM_FORMAS PARAMREP
bso0202	De Programacion De Actividades	SQL	BSO_SQL progacti /
bso0203	De Inscritos A Actividades	SQL	BSO_SQL inscract /

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## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
bso0204	De Evaluacion De Actividades	SQL	BSO_SQL evalacti /
bso03	REPORTES TECNICOS	MENU	
bso0301	Descripcion De Tablas	RPT	BSO_RPT bsotab
bso0302	Descripcion De Vistas	RPT	BSO_RPT bsovis
bso04	MANTENIMIENTO PARAM	MENU	
bso0401	Mantenimiento De Entidades	FORMA	BSO_FORMAS ENTIDAD
bso0402	Mantenimiento De Areas	FORMA	BSO_FORMAS AREAS
bso0403	Mantenimiento De Actividades	FORMA	BSO_FORMAS ACTIVIDA
bso0404	Mantenimiento De Coordinad	FORMA	BSO_FORMAS COORDINA
bso0405	Mantenimiento De Sitios	FORMA	BSO_FORMAS SITIOS
bso0406	Mantenimiento De Elementos	FORMA	BSO_FORMAS ELEMENTO
bso0407	Mant Puntos De Evaluacion	FORMA	BSO_FORMAS EVALUA
bso0408	Mantenimiento Motivos De Falta	FORMA	BSO_FORMAS MOTIFAL
TIPO_RECUC	Mantenimiento De Recursos	FORMA	QUERYX_FORMS QRXAMB09
<b>soc</b>	<b>SALUD OCUPACIONAL</b>	<b>MENU</b>	
soc01	RIESGOS	MENU	
soc0101	MANTENIMIENTO	MENU	
soc010101	Programacion De Citas	FORMA	SOC_FORMAS SOCPCITA
soc010102	Resultados Riesgos Evaluados	FORMA	SOC_FORMAS SOCRCITA

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CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
soc010103	Asignacion De Dotacion	FORMA	SOC_FORMAS SOCEDOTA
soc010104	Recomendaciones De Riesgos	FORMA	SOC_FORMAS SOCRECOM
soc0102	REPORTES	MENU	
soc010201	Cita De Evaluacion Del Riesgo	SQL	SOC_SQL
soc010202	Resultados De Riesgos	SQL	SOC_SQL
soc010203	Dotacion Total Requerida X Ries	SQL	SOC_SQL sodore03 /
soc010204	Dotacion Requerida X Empleado	SQL	SOC_SQL sodore04 /
soc010205	Dotacion Entregada	SQL	SOC_SQL sodoen05 /
soc010206	Carta RecomeX Resultados	SQL	SOC_SQL soreri06 /
soc010207	Carta De Rec Por Gerencia	SQL	SOC_SQL soreri07 /
soc010208	Carta De Rec Por Division	SQL	SOC_SQL soreri08 /
soc010209	Carta De Rec Po Depto	SQL	SOC_SQL soreri09 /
soc0103	PARAMETROS GENERALES	MENU	
soc010301	Unidades De Medida Riesgos	FORMA	SOC_FORMAS SOCUMEDI
soc010302	Tipos De Riesgos	FORMA	SOC_FORMAS SOCRIESG
soc010303	Resultados Vs Riesgos	FORMA	SOC_FORMAS SOCRESUL
soc010304	Dotacion Requerida X Riesgo	FORMA	SOC_FORMAS SOCDOTAC
soc010305	Mant Centros De Atencion	FORMA	SOC_FORMAS CABUPZ
soc02	AUSENTISMOS	MENU	

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## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
snc0201	Mantenimiento De Ausentismos	FORMA	SOC_FORMAS SOCAUSEN
soc0202	REPORTES	MENU	
soc020201	Indice De Ausentismo	FORMA	SOC_FORMA CRITER01
soc020202	Indice Especifico	FORMA	SOC_FORMA CRITER02
soc020203	Indice Ausentismo Controlable	SQL	SOC_SQL
soc020204	Historial De Ausentismos	SQL	SOC_SQL
soc020205	Totales De Incapacitados	SQL	SOC_SQL
soc020206	Frecuencias De Incapacidades	SQL	SOC_SQL
soc020207	Total De Dias Perdidos	SQL	SOC_SQL
soc020208	REPACCIDENTALIDAD LABO	MENU	
soc02020801	Indice De Frecuencia	SQL	SOC_SQL
soc02020802	Indice De Gravedad	SQL	SOC_SQL
soc02020803	Indice De Severidad	SQL	SOC_SQL
soc02020804	Frecuencia Por Evento Causal	SQL	SOC_SQL
soc02020805	Frecuencia Por Parte Afectada	SQL	SOC_SQL
soc020209	REP ACCIDENT EXTRALAB	MENU	
soc02020901	Frecuencia Por Evento Causal	SQL	SOC_SQL
soc02020902	Indice De Gravedad	SQL	SOC_SQL
soc02020903	Frecuencia Por Parte Afectada	SQL	SOC_SQL

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CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
soc020210	Certificacion De Incapacidades	SQL	SOC_SQL carta /
soc020211	De Ausentismos Por Tipo	SQL	SOC_SQL socautip /
soc020212	De Ausentismos Por Diagnostico	SQL	SOC_SQL socaudia /
soc020213	De Ausentismos Por Causas	SQL	SOC_SQL socaucau /
soc0203	PARAMETROS GENERALES	MENU	
soc020301	Tipos De Ausentismo	FORMA	SOC_FORMAS SOCTIPAU
soc020302	Grupos De Ausentismos	FORMA	SOC_FORMAS SOCGRAUS
DIAG_AUSEN	Diagnosticos	FORMA	QUERYX_FORMS QRXAMB09
soc020304	Grupos De Diagnosticos	FORMA	SOC_FORMAS SOCGENFE
soc020305	Causas De Ausentismos	FORMA	SOC_FORMAS SOCAUACC
soc020306	Tipos De Accidentes	FORMA	SOC_FORMAS SOCTIACC
soc020307	Centros De Atencion	FORMA	SOC_FORMAS CABUFZ
soc03	HISTORIA CLINICA	MENU	
soc0301	MANTENIMIENTO	MENU	
soc030101	Historia Preocupacional	FORMA	SOC_FORMAS HISPROCU
soc030102	Historia Clinica	FORMA	SOC_FORMAS HISTORIA
soc030103	Ordenes De Atencion	FORMA	SOC_FORMAS SOCOATEN
soc0302	REPORTES	MENU	
soc030201	De Chequeo Fisico	SQL	SOC_SQL

## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
soc030202	De Historia Preocupacional	SQL	SOC_SQL
soc030203	De Ordenes De Atencion	SQL	SOC_SQL
soc030204	De Ordenes Entregadas	SQL	SOC_SQL
soc0303	PARAMETROS GENERALES	MENU	
soc030301	Sistemas Corporales	FORMA	SOC_FORMAS SOCPAFEC
soc030302	Servicios	FORMA	SOC_FORMAS SOCSERVI
soc04	CITAS INTERNAS	MENU	
soc0401	Programar Citas Internas	FORMA	SOC_FORMAS SOCCITAS
soc0402	REPORTES	MENU	
soc040201	De Citas Entre Fechas	SQL	SOC_SQL repcitas /
soc05	DOTACION DE PERSONAL	MENU	
soc0501	Asignacion De Dotacion	FORMA	SOC_FORMAS ASIGDOTA
soc0502	REPORTES	MENU	
soc050201	De Empleados A Dot Por Tipo	SQL	SOC_SQL socoregi /
soc050202	De Elementos De Dot Por Tipo	SQL	SOC_SQL socoempl /
soc050203	De Dotaciones	SQL	SOC_SQL socodota /
soc050204	De Novedades A Dotacion	SQL	SOC_SQL soconove /
soc0503	PARAMETROS	MENU	
TIPO_DOTAC	Tipos De Dotacion	FORMA	QUERYX_FORMS QRXAMB09

## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
TIPO_ELEME	Elementos De Dotacion	FORMA	QUERYX_FORMS QRXAMB09
soc050303	Relacion Dotacion-Elementos	FORMA	SOC_FORMAS TIPOELEM
soc050304	Dotacion Por Cargos.	FORMA	SOC_FORMAS DOTACARG
soc0504	Generacion De Dotacion	SQL	SOC_SQL genedota /
soc06	Parametros De Impresion	FORMA	NOM_FORMAS PARAMREP
<b>aux</b>	<b>AUXILIOS</b>	<b>MENU</b>	
aux01	ADMINISTRACION	MENU	
aux0101	Auxilios De Escolaridad	FORMA	AUX_FORMAS AUXCOL
aux0102	Auxilios De Estudio	FORMA	AUX_FORMAS AUXEST
aux0103	Porcentajes Por Antiguedad	FORMA	AUX_FORMAS AUXPOANT
aux0104	Porcentajes Por Nivel	FORMA	AUX_FORMAS AUXPONIV
aux0105	Beneficiarios	FORMA	AUX_FORMAS AUXIBENE
aux0106	Generacion Auxilios De Escola	SQL	AUX_SQL geauxesc /
aux02	REPORTES	MENU	
aux0201	Parametros De Impresion	FORMA	NOM_FORMAS PARAMREP
aux0202	De Emp Con Derecho A Auxilios	SQL	AUX_SQL auxderhi /
aux0203	De Solicitud Auxilio Escolaridad	RPT	AUX_RPT auxiesco
aux0204	De Solicitud Auxilio Estudio	SQL	AUX_SQL auxisoli /
aux0205	De Auxilios Aprobados	SQL	AUX_SQL auxaprob /



## INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
aux03	REPORTES TECNICOS	MENU	
aux0301	Descripcion De Tablas	RPT	AUX_RPT auxTAB
aux0302	Descripcion De Vistas	RPT	AUX_RPT auxVIS
aux04	MANT DE PARAMETROS	MENU	
aux0401	Tipos De Auxilios	FORMA	AUX_FORMAS TIPOAUXI
<b>man</b>	<b>MANTENIMIENTO GRAL</b>	<b>MENU</b>	
man01	PARAMETROS GENERALES	MENU	
man0101	Consecutivos	FORMA	MAN_FORMAS CONSEC
man0102	Firmas	FORMA	MAN_FORMAS FIRMAS
man0103	ESTRUCTURA DE EMPRESA	MENU	
man010301	Nombre De La Estructura	FORMA	MAN_FORMAS ESTRUCT
man010302	Estructura A Nivel 1	FORMA	MAN_FORMAS EMPRESA
man010303	Estructura A Nivel 2	FORMA	MAN_FORMAS CCNIVEL2
man010304	Estructura A Nivel 3	FORMA	MAN_FORMAS CCNIVEL3
man010305	Estructura A Nivel 4	FORMA	MAN_FORMAS CCNIVEL4
man0104	SITIOS GEOGRAFICOS	MENU	
man010401	Ciudades	FORMA	MAN_FORMAS CIUDAD
man010402	Departamentos	FORMA	MAN_FORMAS DEPTO
man010403	Países	FORMA	MAN_FORMAS PAIS

# INSTITUTO COLOMBIANO DE BIENESTAR FAMILIAR

## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
man0105	Tabla Del I.S.S.	FORMA	MAN_FORMAS ISS
man0106	Mantenimiento Del Sena	FORMA	MAN_FORMAS SENA
man0107	Mantenimiento Del Icbf	FORMA	MAN_FORMAS ICBF
man0108	Control De Procesos	FORMA	MAN_FORMAS CONTPROC
man0109	Grupos De Procesos	FORMA	MAN_FORMAS GRUPROCS
man0110	Control De Reportes	FORMA	MAN_FORMAS CONTREPO
man0111	Grupos De Reportes	FORMA	MAN_FORMAS GRUPREPS
man0112	Procesos No Periodicos	FORMA	MAN_FORMAS PROCNOPE
REGIONAL_TRA	Regional De Trabajo	FORMA	QUERYX_FORMS QRXAMB09
man02	Backup Por Usuario	SHELL	BIN backusu
man03	REPORTES TECNICOS	MENU	
man0301	Descripcion De Tablas	RPT	MAN_RPT mantab
man0302	Descripcion De Vistas	RPT	MAN_RPT manvis
GRAL	MANUAL OPER SQL*FORMS	MENU	
<b>MEN_MENU</b>	<b>SISTEMA DE MENUS</b>	<b>MENU</b>	
AMBIENTE	AMBIENTE DE TRABAJO	MENU	
QRXAMB01	Parametros De La Sesion	FORMA	QUERYX_FORMS QRXAMB01
QRXAMB02	Titulos De La Aplicacion	FORMA	QUERYX_FORMS QRXAMB02
DIRECTORIOS	Definicion De Directorios	FORMA	QUERYX_FORMS QRXAMB03

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## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
QRXAMB03	Definicion Funciones Sql*Forms	FORMA	QUERYX_FORMS QRXAMB03
T_PROGRAMAS	Tipos De Programas	FORMA	QUERYX_FORMS QRXAMB03
QRXAMB04	Mapa De Terminales/Teclas Func	FORMA	QUERYX_FORMS QRXAMB04
QRXAMB05	Mapa Sis Operat/Directorios	FORMA	QUERYX_FORMS QRXAMB05
QRXAMB07	Mantenim De Proverbios/Citas	FORMA	QUERYX_FORMS QRXAMB07
QRXAMB06	Mantenim De Codigos	FORMA	QUERYX_FORMS QRXAMB06
ARBOL	DEFINICION DE MENUS	MENU	
QRXARB01	Administrar Opciones	FORMA	QUERYX_FORMS QRXARB01
QRXARB02	Perfiles/Opciones/Permisos	FORMA	QUERYX_FORMS QRXARB02
QRXARB04	Administrar Usuarios	FORMA	QUERYX_FORMS QRXARB04
qrxiap01	Cargar Docum De Sql*Forms	SQL	QUERYX_SQL qrxiap01 /
QRXARB05	Mantenimiento/Ayuda En Linea	FORMA	QUERYX_FORMS QRXARB05
QRXARB03	Vista Estructura Gral. Menus	FORMA	QUERYX_FORMS QRXARB03
PRINTER	CONTROL DE IMPRESION	MENU	
qrxp01	Letra Condensada (15cpi)	SQL	
qrxp02	Letra Normal (10cpi)	SQL	
SQL_MENU	Salir A Sql*Plus	COMANDO sqlplus /	
SYS_MENU	Salir Al Sistema Operativo	COMANDO ksh	

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## NODOS APLICACION DE RECURSOS HUMANOS

CODIGO DEL NODO	NOMBRE DEL NODO	TIPO PROGRAMA	PROGRAMA
<b>bin</b>	<b>SALIR AL SIS OPERATIVO</b>	<b>MENU</b>	
bin01	Ver Directorio De Salidas	PROC	BIN verdirsa
bin02	Ver El Contenido De Una Salida	SHELL	BIN verarch
bin03	Imprimir Un Archivo De Salida	SHELL	BIN imparch
bin04	Borrar Un Archivo De Salida	SHELL	BIN rmarch
bin05	Cambiar El Password	SHELL	BIN campass
bin06	Ir Al Sistema Operacional	COMANDO	ksh