Chapter 13

A Model of a Computer Salary Calculation System in Poland

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The model of a salary calculation system in Poland is introduced. Great complexity of the process of salary calculation caused by bureaucracy and many difficult law acts requires a special attention to application designers. In order to calculate salary for different enterprises in Poland, a special model must be implemented. The chapter is divided into four sections in which we characterize the specificity of Polish salary calculation process and propose the model that has been successfully implemented in a commercial system. The model comprises of two components: data structures and methods.

INTRODUCTION

Political reforms had a great effect on labor law of many Eastern European countries. Inability to withstand constantly growing expenses of the state caused erection or change of many law acts. Poland, where all the political changes in the region begun was no exception. Since 1989 many corrections of tax and labor acts have been made, causing confusion in the existing computer systems. One of the most important computer applications that is run in almost all companies employing 10 or more workers is salary calculation program - SCP. SCP’s have been provided by many suppliers, but almost none of the implementations could be labeled as “fully compliant with polish labor law.”

The reason of inability of computer systems to solve all the problems encountered in the process of a salary calculation is the complexity of polish law and improper model underlying existing implementations of SCP’s. This chapter pre-
The model which an application uses must cope with following difficulties:
- large number of different salary constituents (in some cases 500) existing in an enterprise
- necessity to calculate some constituents on the basis of a sum of other constituents over a variable period of time (3,6 or even 12 months)
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