THOMAS EAPEN · SELECTED WORK

A payroll translation pipeline you can inspect

Follow a small invented extract through normalisation, category mapping, review and export, with the source records visible throughout.

Original tools: **Excel / VBA** · Example calculations: **Python**

Synthetic example · independently invented data · One-page A3 landscape

01
Import
5 source rows, retained with their row identifiers.

→

02
Normalise
Standardise member keys, labels and duration units.

→

03
Map
Translate known labels; hold 1 unresolved category for review.

→

04
Review
Record the category decision and why it was made.

→

05
Export
4 grouped lines, each traceable to its source rows.

SOURCE VIEW / INVENTED

Keep the input visible

Five independently invented source records

Row	Raw member	Code	HH:MM
R1	“ member-a ”	“a”	01:20
R2	“MEMBER-A”	“ B ”	00:35
R3	“member-b”	“A”	01:05
R4	“member-c”	“?”	00:45
R5	“Member-B”	“a”	00:20

Quotes expose spaces and case differences. The unknown “?” is deliberate.

INTERMEDIATE VIEW / COMPUTED

Inspect the translation

Standardised keys, mapped categories and minutes

Row	Member	Category	Minutes
R1	member-a	CAT-A	80
R2	member-a	CAT-B	35
R3	member-b	CAT-A	65
R4	member-c	Needs review	45
R5	member-b	CAT-A	20

The invented mapping is A → CAT-A and B → CAT-B. A missing mapping is held for a decision, not silently guessed.

EXPORT VIEW / COMPUTED

Retain the audit trail

Final lines after the recorded review decision

Member	Category	Minutes	Source rows
member-a	CAT-A	80	R1
member-a	CAT-B	35	R2
member-b	CAT-A	85	R3, R5
member-c	CAT-B	45	R4

R3 and R5 combine into one line. Their identifiers remain attached to the 85-minute result.

Recorded review decision · R4 `Needs review → CAT-B`. Source label clarified for this illustration. The source row and its 45 minutes remain unchanged.

5
source rows accounted for

4
export lines

245 min
input total = output total

1
recorded review decision

Collaboration shaped the original tool. I worked with the Payroll Administrator to understand what was missing and refine the translation process through feedback. Keeping the intermediate views visible made the process easier to inspect and discuss.

Scope of this illustration. This new example demonstrates the earlier payroll translation approach. It standardises labels and summarises invented minutes; it does not calculate pay, reproduce employer rules or apply historical payroll adjustments.

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New illustrative material explaining the approach. Values, configurations and results shown here are not historical workplace records.