Overtime Hours Rules allows organizations to apply, manage, and enforce overtime rules and limits by allowing flexibility in the configuration of overtime rules.

**Flexibility in configuring overtime rules**

When setting up an overtime rule, you can:

- Create rules that may vary based on employee, department, position or rules that are unique to certain states and companies.
- Manage them on the basis of day, week, pay period, or all three combined. For example, if you had an employee who worked more than 8 hours in a day and 40 hours in a week, it would be beneficial to set up a daily and a weekly rule.
- Accommodate overtime transactions across multiple pay periods. For example, semi-monthly pay periods with weekly overtime rules.
- Set a rule priority order.
- Determine which pay codes/hours are subject to the overtime rule. For example, vacation hours, for example, may not be subject to certain overtime rules.

**Individually or mass assign overtime rules**

Overtime rules can be tailored to an individual employee's needs or assigned to multiple employees at once (by department, position, or employee class).

**Automatically calculates overtime during the payroll process**

Overtime Hours Rules saves you time by automatically calculating overtime hours during the payroll process without any additional processing steps.

**Ensures Compliance**

You can set overtime rules to comply with FLSA and state requirements— for example, the California 7th day overtime requirements.