

# **HR & Establishment Management System**



	INDEX				
SR. NO.	PARTICULARS	PAGE NO.			
	Admin Window				
1	Post Grade Mapping	3			
2	Employee Upload	5			
3	Service Book	7			
4	Employee Transfer	10			
5	Adding Increment/Decrement, change of designation/Pay scale	11			
	Faculty Window				
6	Faculty Login	13			
7	Faculty Profile	14			
	Admin Report				
8	Employee Promotion Details	18			
9	Employee Joining and Experience Details	18			
10	Employee Nature of Appointment	19			
11	Employee Resignation Details	19			
12	Employee Transfer Cases Report	20			
13	Relieved Employees	20			



Topic: Post Grade Mapping

**Prerequisite:** Departments, Posts, Grades defined in system

Roles: Head Admin

**Path:** Posts » Post and Role Configuration » Post Grade Mapping

### **Functionality:**

- 1. Addition of new posts in system.
- 2. Configuring GP/AGP for every post.

Options in Employee Life Cycle:

POSTS » POST AND ROLE	CONFIGURATION		FE
O Institute	Program / Functional Depart	Filling service book of all the employees	Reset
Post Grade Mapping Creation of department wise post and adding GP/AGP	Employee Upload Service Book	Role Mapping difference of the mapping difference of the mapping of the mapping difference of th	Grade Type :



### Adding New Post:

<b>†</b> P	★ POSTS » POST AND ROLE CONFIGURATION MAR 08, 2020 2:40:29 PM						
Inst	itute	O Program / Functional Dep	partment		Reset		
Post	Grade Mapping Emp	Select programme and grade type in post has to be ad	, pos whicł ded				
Depart	ment	c and Applied Sciences T	ype:	Type :	VI Pay		
🕂 Add N	ew Post Click P new	here to add post type		Se	earch:		
*	Designation 🕴	Pay Band (In ₹) 🛛 🕴	Scale From (In ₹) 🕴 🕴	Scale To (In ₹) 🛛 🕴	Annual Increment 🕴		
+	Assistant Professor	- 22	₹ 15,600.00	₹ 39,100.00	3.00%	Ø	
+	Associate Professor	· X	₹ 15,600.00	₹ 39,100.00	3.00%	Ø	
÷	Associate Professor	· X	₹ 37,400.00	₹ 67,000.00	3.00%	Ø	

### Configuring post details:

Post Grade Mapping			Select designation from	
* Designation:	Associate Professor		the list that has to be added	
Pay Band :*	VI Pay	~ Add New	Click here to add new pay band if needed	
Scale From: <sup>*</sup> (In ₹)	15600			
Scale To: <sup>*</sup> (In ₹)	39000			
Annual Increment By			Click	c to save
				Save Close



### GP/AGP:

<b>A</b>	Designatio	n 🔶	Pay Band (In ₹) 🕴		Scale From (In ₹) 🛛 🔶	Scale To (In ₹)	•	Annual Increment	•	
+	Assistant Professo	r	- 22		₹ 15,600.00	₹ 39,100	.00		3.00	Ø
Add GP/AGP     Click here to add GP/AGP     within the designation										
5	Sr. No				Experience	Remark	GP	AGP		
1	-			-		-	0	0	×	

### Configuring details:

Post Grade Mapping		
Qualificaion	ь.	×
Experience	h.	fill the details and then save
Remark		
GP	0	
AGP	10000	
		Save



### Topic: Employee Upload

### **Prerequisite:**

- 1. Departments, Posts, Grades defined in system.
- 2. Post creation with AGP/GP configuration.

### Roles: Head Admin

Path: Posts » Post and Role Configuration » Employee Upload

### **Functionality:**

- 1. Adding employee in system using form.
- 2. Employee Upload through excel.
- 3. Associate employees with other departments.
- 4. Can keep employee id system generated or email id as employee ID.
- **5.** Change username of employee

#### Employee upload

Post Grade Mapping Employee Upload Service Book Role Mapping	
Institute Click here to upload emplovees in system and Applied Sciences	Select department in which you want to add employees
Do you want to upload       Upload         employee data from excel file ?	ent
Click here to add employees using form	



### Adding Employee Using Form

Add Employee	>
Employee ID <sup>*</sup>	Consider Email-Id as Employee Id
First Name *	
Middle Name	
Last Name	
Gender *	Select
Post Name <sup>*</sup>	Select
Email ID *	
Phone Number *	Fill the details and then save
	Save Close

### Upload using Template

Post Grade Mapping Employ	vee Upload Service Book Role Mapping	
Institute Do you want to upload employee data from excel file ? File to upload	chool of Basic and Applied Sciences ✓ Select the desired file to upload the data Upload excel sheet	Download template, arrange data in this format Download template 1
	<ul> <li>(y) .xls, .xlsx files only</li> <li>(y) Maximum file size limit 5 MB</li> <li>(y) Contact No.should be maximum 10 digits</li> </ul>	



### Topic: Service Book

### Prerequisite:

- 1. Employee uploaded in system.
- 2. Data to be filled in service book.

### Roles: Head Admin

Path: Posts » Post and Role Configuration » Service Book

### **Functionality:**

- 1. Adding service book of an employee.
- 2. Details to be captured while filling service book of different posts.
- 3. Editing service book details.
- 4. Adding increment/decrement in service book.
- 5. Changing designation or pay band.
- 6. Relieving employee.
- 7. Transfer of employee.
- 8. Adding wages of visiting employee.

) Institute		Program / Functional Department			Reset
Post Gra	de Mapping Employee U	Ipload Service Book Role Mappi	g		
Programm Course	e/ Click here to book and r	add service nanage it Post Type:	eaching	Post A	ssistant Professor
				Se	arch:
Sr. No <sup>▲</sup>	Employee Id	Employee Name	Pay Band 🔶		
1	DYP/F/1275	Ms. Monica Murlidhar Jagtap	15600-39100 (VI Pay)	Service Book	Transfer & Relieve



POSTS » POST AND ROLE CONFIGURATION							
🔿 Institute		Program / Functional Department		Re			
Post Gra	de Mapping Employee Upl	oad Service Book Role Mapp	bing				
Program Course	Select programme, p and post, here empl	Post Type:	Teaching	Post     Assistant Professor     Search:			
Sr. No	e Id 🏺	Employee Name	Pay Band	÷			
1	DYP/F/12	Ms. Monica Murlidhar Jagtap	15600-39100 (VI Pay)	Service Book			
2	rkumar@gems.com	Rishi Kumar	15600-39100 (VI Pay)	Add Service Book			

### Service Book (Teaching/Non-Teaching Permanent)

Designation :*       Associate Professor       Pay Band : (In ?)*       37400-62000 (IMTG Faculty Category )       Scale From :37400       Scale To :200000         Pay in Pay Band :*       45000       Grade Pay(GP): (In ?)       Select Designation, Pay hand       No AGP for       Image: Select Designation, Pay hand         Basic Salary : (In ?)       45000 ₹       University :       Select       Pay(AGP): (In ?)       No AGP for       Image: Select Post         Condition For Approval(from university):       45000 ₹       University :       Select       Post Class :       Regular       WEF Date :* Basic Salary With Effect From Date :*       Feb 01,2018       Enter WEF date of designation and salary         Post Class :       Current       Til Date :*       Not Required       Substantative Appointment :*       General Appointment :*         Type : *       Current       Til Date :*       Not Required       Expected Renewal Date       Fill all these details and then save	Employee Pay Band						
Employee:       Select Designation, Pay hand         Pay in Pay Band: *       45000       Grade Pay(GP): (In R)       Select       Pax(AGP): (In R)         Basic Salary : (In R)       45000 R       University :       Select       University Defined Post:       Select       Order No:         Condition For Approval(from University):       Regular       WEF Date : *       Feb 01,2018       Enter WEF date of designation and salary         Post Class :       If condition of approval is regular system will not ask for these dates       Til Date : *       Not Required       Substantative Appointment : *       General Fill all these details and then save	Designation :*	Associate Professor	• Pay Bar	nd : (In ₹)*	37400-67000 (IMTG Fa	culty Category 🗸	Scale From :37400 Scale To :2000000
Pay in Pay Band: *       45000       Grade Pay(GP): (in *)       Select       Pay(AGP): (in *)       No AGP for         Basic Salary : (in *)       45000 *       University :       Select       University Defined Post:       Select       Select         Condition For Approval(from university):       Regular       WEF Date : *       Feb 01,2018       Enter WEF date of designation and salary         Post Class :       Remarks :       Feb 01,2018       Enter WEF date of designation and salary         Type : *       Current       Til Date : *       Substantative Date : *       Substantative Approval(from Date : *         Condition For Approval(from University) : *       Til Date : *       Not Required       Substantative Appointment : *       Fill all these details and then save				Employee I	Select Designat band	ion, Pay	
Basic Salary : (In R)       45000 R       University ::       Select       University Defined Post:         Condition For Approval(from university):       Regular       WEF Date :*       Feb 01,2018       Enter WEF date of designation and salary         Post Class :       Remarks :       Remarks :       Remarks :       Image: Substantative Approval from University Time Date :*       Substantative Approval from Current       Substantative Approval is regular system will not ask for these dates       Not Required       Fill all these details and then save         Condition For Approval(from Society) :*       Society) :*       Order No.:       Expected Renewal Date       Fill all these details and then save	Pay in Pay Band: <b>*</b> (In ₹)	45000	Grade Pay(GP): (In ₹)	Select	~	Academic Grad Pay(AGP): (In	le No AGP for ∨
Condition For Approval(from university):       Regular       WEF Date : * Salary With Effect From Date : *       Feb 01,2018       Enter WEF date of designation and salary         Post Class :       Remarks :       Remarks :       Image: Current in the second is regular system will not ask for these dates       Til Date : *       Substantative Date : *       Substantative Approval(from Society) : *       Substantative Approval(from Society) : *       Fill all these details and then save	Basic Salary : (In ₹)	45000 ₹	University :	Select	$\sim$	University Defi Post:	Select ~
Post Class :       Remarks :       Remarks :	Condition For Approval(from university):	Regular ~	WEF Date : * Salary With Effect From Date : *	Feb 01,20	D18 Er desi	nter WEF date gnation and s	of alary
Type : * Current If condition of approval is regular system will not ask for these dates Society) : * Condition For Approval(from Society) : * Condition For Approval(from For Approval(from	Post Class :		Remarks :				
Condition For Approva(from Society): *	Type : *	Current	Till Date : * Daty Till Date : *	Not Requi	red	Substantative Appointment :	* General V
	Condition For Approval(from Society) : *	for these dates	Order No.:			Expected Renewal Date	Fill all these details and then save

### Service book (Contractual Employee)



	Employee Promotion / Increment										
Employee Pay Band											
Designation :*	Hoticulture Officer	• Pay B	and : (In ₹)*	Select Designati	ion, Pay 🔄	Scale From :1 Scale To :100000					
			Employee Incre	band							
Pay in Pay Band: <b>*</b> (In ₹)	50000	Grade Pay(GP): (In ₹)	No GP for	~	Academic Grade Pay(AGP): (In ₹)	Select ~					
Basic Salary : (In ₹)	50000 ₹	University :	Select	~	University Defined Post:	Select ~					
Condition For Approval(from university):	Consolidated	WEF Date : * Salary With Effect From Date : *		En desig	ter WEF date o	f ary					
Post Class :		Remarks :			<u></u>						
Туре : *	Current If condition of appr is consolidated sys will ask for these d	roval tem ates	Dec 01,2017 Nov 30,2018		Substantative Appointment : *	General Sill all these details					
Condition For Approval(from Society) : *	Contract/Consolidated V	Order No.:			Expected Renewal Date :	and then save					

Visiting Employee Service Book:

#### 1. Day Basis Configuration

Visiting Faculty ServiceBook		X
Day Basis	<ul> <li>Session Basis</li> <li>Reset</li> </ul>	
Substantative Appointment :	Select	
WEF Date :		
Remuneration per Day (in Rs.)	:	
Is against project? 📋	Fill datails of wages for	
	Save dav basis and then save	
		Close

### 2. Session Basis Configuration



Visiting Faculty ServiceBook		x
O Day Basis	Session Basis     Reset	
Substantative Appointment :	Select	
WEF Date :		
Remuneration per Se	asion (in Rs.) :	
Is against project?	Save Fill details of wages for session basis and then save	70
		Close

Employee » Employee Details » Employee Transfer Cases

You can accept/reject the transfer request by	y verifying details
---	---------------------

EMPLOYEE » EMPLOYEE DETAILS » EMPLOYEE TRANSFER CASES FEB 10 Duty A										
Show 10 v entries Search:										
Photo	Employee Id	Employee Name	Transfered To	Last Attended Institute/Depart	Accept/Re rec	eject transfer quest				
Ve det	rify tails	Monica Jagtap	Destination department	Source Institute/Departr	ment	Assistant Professor	V X			
Showing	1 to 1 of 1 entrie	5								

Configuring transfer details:



Employee Transfer					×
		Mor	nica Jagtap		^
Select Level :	○ Institute ○ Department		Department :	Select	~
Post Type :	Select	~	Post :	Select	~
Pay Band :	Select	~	Scale From(Rs.) :	Scale To(Rs.) :	
Pay in pay band :	0		Grade Pay(GP) :	Select	~
Academic Grade Pay(AGP) :	Select	~	Basic Pay : Cor	nfigure employee transfer details and then save	
Post Class :			Remarks :		
WEF Date :			Salary WEF Date :		

#### **Employee Relieve**

Relieve Rohan Mathur			
Relieve Date :		Mention relieve date and put the comment for reference	X
Comment :			<b>'</b>
	j.,		
			Relieve Close

Topic: Adding Increment/Decrement, change of designation/Pay scale

### **Prerequisite:**

- 1. Employee uploaded in system with filled service book.
- 2. Data of increment/decrement to be added in service book.

### Roles: Head Admin

Path: Posts » Post and Role Configuration » Service Book

#### **Functionality:**

- 1. Adding increment/decrement in service book of an employee.
- 2. Pay Band I.e. Designation can be changed.
- 3. Joining date can be changed that will be used for many finance related things.



#### Edit Service Book:

) Institute		Program / Functional Depart	tment					Reset	
Post Gra	de Mapping Employee (	Ipload Service Book	Role Mapping	9					
Program	Program v Post Teaching v Post Assistant Professor								
Course	Select programme,	post type and	Type:						
	pose of emp		•				Search:		
Sr. No <sup>A</sup>	Employee Id	Employee Nam	ie 🔶	Pay Band					
1	DYP/F/1275	Ms. Monica Murlidhar Jagtap		15600-39100 (VI Pay)		Service Book		M Transfer	& Relieve

Managing Service Book:



🐨 Back	© Back										
	Employee Details										
Employee Id	DYP/F/1275	Employee N	lame	Ms. Monica Murlidha	r Jagtap		Joining Date*		Jul 01,2017	,	ø
Employee Post-Pay Ba	Employee Post-Pay Band Praise/Memo Notes Preview Service Book										
			Emp	loyee Promotion / I	ncrement						
Add New Pay Band											
	lick here to view		Department	Designation	Pay Band (	In ₹) P	ay Grade From (Ir	n₹) F	Pay Grade To	) (In ₹)	Туре
	rement/Decreme	ent	Π A	Assistant Professor	15600-39100		₹ 15,6	00.00	₹	39,100.00	Current
F Increment/Decrement											
Pay In Pay Pan	d (In ₹)	GP (In ₹)	AGP (In ₹)	Basic Pay	(In ₹)	Start Da	ate End D	ate	Туре		
	₹ 21,600.00	₹ 0.00	₹ 6,000	.00	₹ 27,600.00	Jul 01,20	)17		Current	×	



Topic: Faculty Login

#### Prerequisite:

- 1. Faculty should be registered into JUNO Campus.
- 2. User should have faculty role.

#### Roles: Faculty

Path: <u>http://erp.himtu.ac.in/</u> Enter Username and Password then click on Login Button.

#### Faculty login screen:





#### **Employee Details:**

**Topic:** Employee Profile Details

### Prerequisite:

1. Employee uploaded in system with filled service book.

Roles: Faculty/ Staff

Path: Personal » Profiles

### **Functionality:**

2. Able to fill profile details.

Personal Details-

★ PERSONAL » PROFILES MAR 08, 2020 5:06:19 PM 🚦										
Personal Detai	ils Family De	tails Medical De	tails Qualification	Subject Taught	Training	Conference	ce/Seminar/Con	clave Works	shop	
Publications	Consultancy	Research Project	t Research Guidance	Membership	Patents/C	opyrights	Skill Upgradat	ion Work Ex	perience	
Research Inte	rest Significa	ant Achievement	Appointment Status	Service Book	Self Contribu	ition/ Addl.R	esponsibilities	Print Profile	Authority	
Other Docume	nt Upload Do	ownload All Docume	nts							
			Emp	lovee Personal De	tails					
Salutation*	Mr.		•						<b>A</b>	
Name *:	Saroj		Enter Middle Name	Enter Middle Name						
Date of Birth *:	Mar 1,1983									
	Please Select Date	e of Birth								
Upload Your Signature here	Upl	load Your Signature						Upl (Size less t	oad Image han 340KB)	
Gender *:		Male		▼ Marital St	atus *:		Married			
Blood Group *:		A+		▼ Religion <sup>3</sup>	*:		Hindu			



Permane	nt Address Details	Current Address Details				
Permanent Address *:	Hamirpur, HP	Current Address :	Hamirpur, HP			
Country *:	India 💌	Country *:	India 💌			
State *:	Himachal Pradesh 🔹	State *:	Himachal Pradesh 🔹			
City *:	Hamirpur	Please Select City *:	Hamirpur			
	<b>√</b> Same As Per	manent Address				
Permanent Address Proof	∎Upload	Current Address Proof				
Nationality :	Select •					
Cor	itact Details	Emergency Contact Details				
Contact No:		Name of Person:				
E-Mail *:	kcipandoga@gmail.com	Relationship:				
Alternate E-mail :		Contact No *:				
Mobile No *:	9805095101					
Alternate Mobile No:						

	Brief Details									
Domain of Expertise:	English Literature	.:	Skill Description:		.::					
Hobbies:	Reading		Strengths:		.::					
Date of Joining:	May 01,2010		Designation on Paper:	Select	•					
Defence Or Ex-Serviceman ?	ODefence OEx-Serviceman Not Applicable	Obefence OEx-Serviceman @Not Applicable		NA	.1					
		Unique Io	lentifications							
Pan card No:*	CJG1243G	<b>⊥</b> Upload 🛛	Passport No:		<b>⊥</b> Upload <sup>3</sup>					
Aadhaar Card No:	456786754323	<b>⊥</b> Upload O	Licence No:		<b>⊥</b> Upload O					
Pension Registration Account No (PRAN No.):	Pension Registration Account No (PRAN No.):		Voter ID No:		<b>1</b> Upload ♀					
Provident Fund No(PF No.):			Universal Account No(UAN No.):							
Employees' State Insurance No (ESI No.):	Click to Save employee details		ORCID No:		<b>≟</b> Upload S					
		Save	eset Cancel							



**Qualification-**

+ PERSONAL » PE	ROFILES							MAR 08,	2020 5:17:1	11 PM 🚦
Personal Details	Family Details Medical Details		Qualification	Subject Taught	Training Conference		ce/Seminar/Conc	lave Work	shop	
Publications Co	onsultancy Re	search Project	Research Guidance	Membership	Patents/0	opyrights	Skill Upgradati	on Work E	operience	
Research Interest	Significant Ac	hievement Ap	pointment Status	Service Book	Self Contrib	ution/ Addl.I	Responsibilities	Print Profile	Authori	ty
Other Document U	pload Downloa	ad All Documents								
Qualification Details Click to add qualification										
					C				+ Add Quali	fication



### **Topic:** Reports

### **Prerequisite:**

- 1. Configuration required to manage all employee related work in system.
- 2. Data to be entered in proper and systematic manner.

Roles: Head Admin

Path: Quick Reports » HR Reports » Employee Promotion Details

Quick Reports » HR Reports » Employee Joining and Experience Details

Quick Reports » HR Reports » Employee Nature of Appointment

Quick Reports » HR Reports » Employee Resignation Details

Quick Reports » HR Reports » Employee Transfer Cases Report

Quick Reports » HR Reports » Relieved Employees

**Functionality:** Reports are nothing but an abstract which make possible to get output in systematic/standard format, at one click and can be viewed in one glance. Also, it can be exported in excel and Pdf.

From Date AL	Aug 01, 2017				To Date				
0				<b>To Date</b> Feb 13, 2018					
Institute				(	<ul> <li>Department</li> </ul>				
Department: Select All Department:				DMIN ECURITY ARCH DMPUTER SCIENCE	e engg	tment	ESTABLISHMENT  STORE  CHEMICAL  ELECTRONICS  PRODUCTION		
Click to export details		Department	submit				A Number of Years Experience		

Promotion Details:



### Experience Details:

QUICK REPORTS » HR REPORTS » EMPLOYEE JOINING AND EXPERIENCE DETAILS FEB 13											
) Institute						<ul> <li>Department</li> </ul>					
Departmen Select All D	nt: Department: k to expo	<ul> <li>ACCOUNTS</li> <li>⊥IBRARY</li> <li>TPO</li> <li>CIVIL</li> <li>IT</li> <li>PRING</li> </ul>	(	Se	ADMIN  ADMIN  SECURI  B ARCH  COMPU  Com Compu  Compu  Compu  Compu  Compu  Co	TER SCIENCE ENGG ired departmen click here	nt	ESTABLISHMENT  STORE  CHEMICAL  ELECTRONICS  PRODUCTION  TRUST			
Export to Excel Generate PDF					Submit		By Designation All				
Sr.No E	Employee ID	Name	Gender	Age	Date Of Joining	Designation	Department	Confirmation Date	Service In Years/Months/Days		

Nature of Appointment (Regular/Permanent/Adhoc/Contract/Consolidated):

🖈 QUICK REPORTS » HR R	REPORTS » EMPLOYEE NATURE OF APPO	INTMENT	MAR 08, 2020 5:30:53 PM
Policy Name:	School of Basic and Applied Scie	Post Type:	Teaching *
Today	Weeks	Month	
	Ourrent Month	O Previous Month	○ Next Month
From Date	Mar 1,2020	To Date	Mar 31,2020
O Institute		<ul> <li>Department</li> </ul>	
Department:	c. Physics 🔽 Depart	Select required department and click here	MBA
Export to Excel	nerate PDF	Submit	
			All



**Resignation Details:** 

QUICK REPORTS »	JICK REPORTS » HR REPORTS » EMPLOYEE RESIGNATION DETAILS FEB 13, 2018 2:03:4										
From Date	Nov 01, 2017			<b>To Date</b> Feb 13, 2018							
) Institute				<ul> <li>Department</li> </ul>	t						
Department: Select All Department:	ACCOUNTS		☑ ADMIN ☑ SECURIT	Y		V E V S	STABLISHMENT				
	TPO CIVIL		B ARCH	ER SCIENCE ENGG			<ul><li>✓ CHEMICAL</li><li>✓ ELECTRONICS</li></ul>				
Click to e	Select requi	red departme	ent	⊻ P ⊻ T	✓ PRODUCTION ✓ TRUST						
Click to export details											
Sr.No Employ	yee ID Name	Gender Age	Department	Designation	Re	signation Date	Notice Peroid	Settlement Date			

### Transfer Cases:

QUICK REPORTS » HR REPORTS » EMPLOYEE TRANSFER CASES REPORT FEB 13, 2018 2:05:45										
From Date : Jan 01, 2018					Feb 13	, 2018				
◯ Institute		Oepartment								
Department:			ADMIN		ESTA	BLISHMENT				
Select All Department:	Select All  Department:			SECURITY	STORE					
	TPO			B ARCH		CHEM	<ul><li>☑ CHEMICAL</li><li>☑ ELECTRONICS</li></ul>			
				COMPUTER S	CIENCE ENGG					
	<ul><li>☑ IT</li><li>☑ GENERAL ENGINEERING</li></ul>		Sel	ect departn	nent and		PRODUCTION			
			cho	choose required option			TRUST			
Transfered From	Selected Institute	/ Department	Transfered In Selec	cted Institute / D	epartment	Click to export details				
								Generate Excel Sheet		
🕼 Record Highlig	Image: Comparison of the second Highlighted In Yellow Indicates Transferred Employees with Pending Servicebook									



### Relieved Employees Details:

QUICK REPORTS » HR REPORTS » RELIEVED EMPLOYEES FEB 13, 2018 2:08:51										
From:	Feb 01, 2018			То:	Feb 13, 2018					
Post Type:	✓Teaching ✓Committee ✓Outsourced Cont	tractual	N N N	Non Teaching Contractual Visiting Faculty	y					
All v records per page		Submit Select required Post Type			s	earch:				
Employee	Name	and click here			Relieved By	Departmer	it			
Cli	ck to export	details	erate PDF Generate Ex	celSheet						