Hcm hrp hr?

Human Resource Department

Human Resource Planning as the process of **people forecasting.**

Human Resources противопоставляется OD.

Human Resource Management (traditional) or “people development” более человечный. Внутренние преимущества. Organizational Development

Human Resource Management System

Human Capital Management – стратегический подход, SAP модуль, люди – ресурс. Внешнее богатство.

http://www.differencebetween.net/language/words-language/difference-between-hcm-and-hrms/

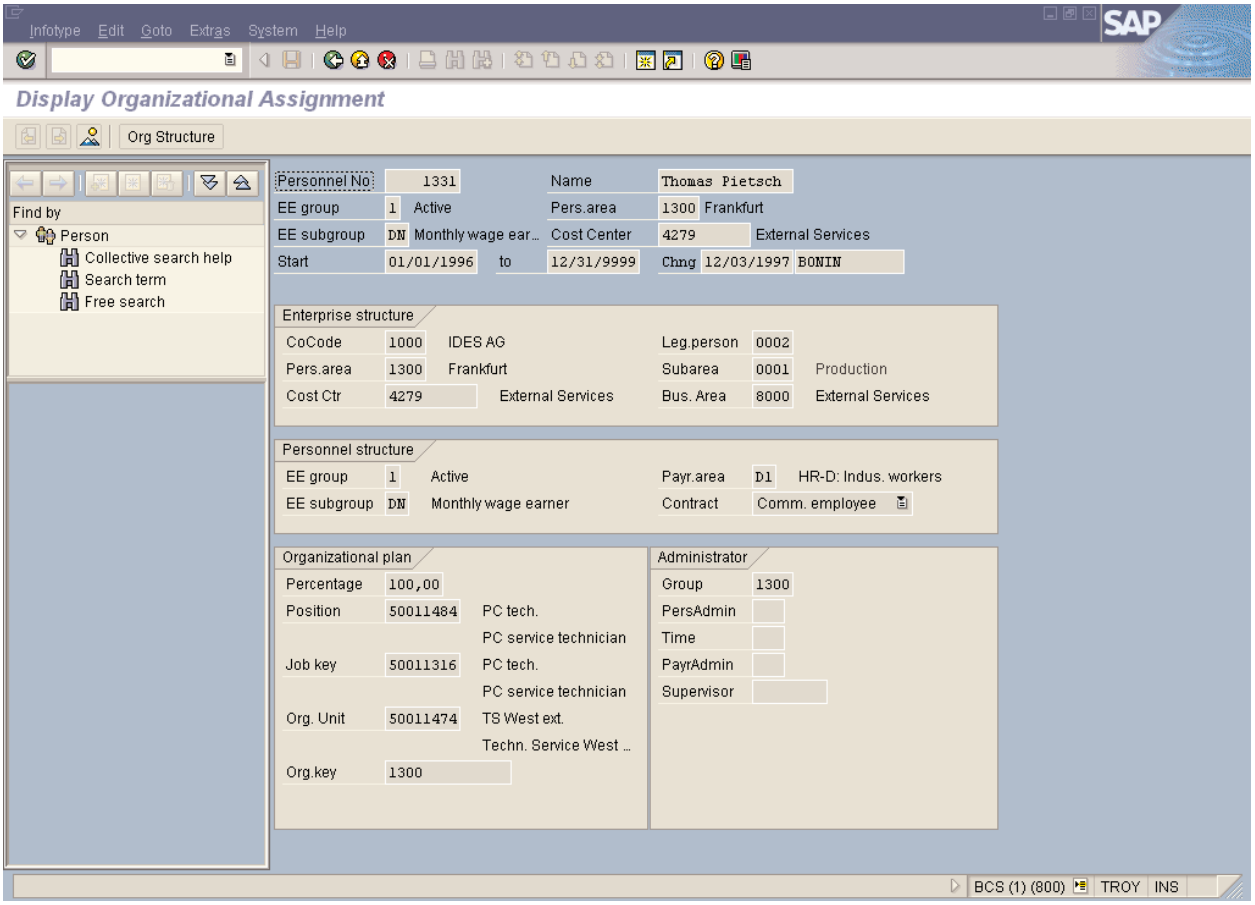
https://www.projectguru.in/publications/difference-between-human-capital-management-human-resource-management/

модули

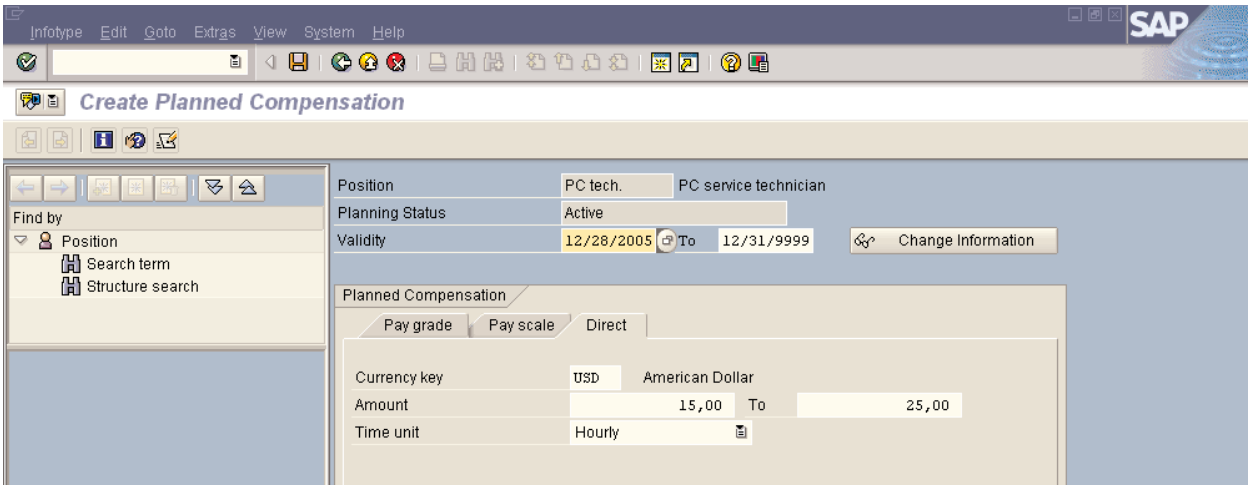
Personnel Administration (PA), most commonly used

Organizational Management (OM), Первый модуль который нужно реализовать в HCM

Personnel Time Management (PT)
Payroll (PY)
PA:



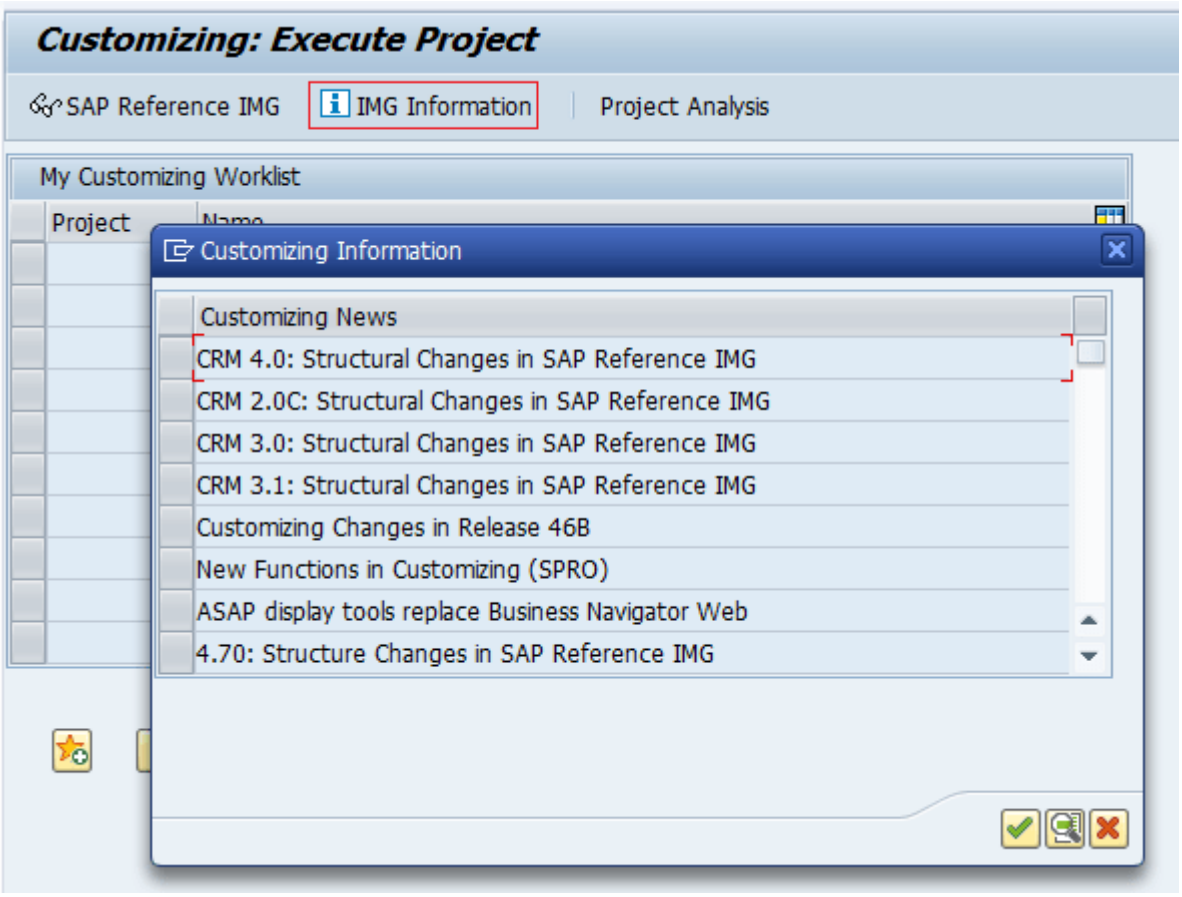
OM for PC service technician position



SPRO часть процесса customization

SPRO is abbreviation for **SAP Project Reference Object (Справочный объект проекта).**

https://help.sap.com/saphelp_nw74/helpdata/en/4d/aee029a4bc6d4be10000000a42189e/frameset.htm



SPRO holds almost all customizations and all the configurations that an application require.

- SAP Reference IMG (Implementation Management Guide)
  Вся функции для настройки.

- Project IMGs определенная часть из всех функций
- Project view IMG

IMG menu which you will **find customization settings** for all modules

HCM Организационная структура

- Структура предприятия
- Структура персонала
- Организационный план

Organization Structure (HCM Организационная структура) - time recording and payroll

- Enterprise structure Структурая предприятия
- Pay scale structure
- Wage types
- Personnel structure Структурая персонала
- User authorizations

Enterprise Structure (Структурая предприятия)- Personnel administration, payroll processing, and time management

Отражает формальную и финансовую структуры компании.

- Client (MANDT)
- Company Code (Балансовая единица)
- Personnel area (Раздел персонала)
- Personnel subarea (Подраздел персонала)
- Organizational Key

Personnel Structure

- Administrative Structure
- Organizational Structure

Administrative Personnel Structure

- Employee group
- Employee subgroup
- Payroll area
- Organizational Key

Organizational Personnel Structure (организационный план) OM

The building blocks of OM are SPOCK organizational objects. They are described as follows:
S: This stands for **Position** (for example, HR Manager, Marketing Director, and so on)
P: This stands for **Person.** More in PA (Personnel Administration)
O: This stands for **Organizational unit** (also known as **Org unit**; it represents the department in a company)
C: This stands for **Job** (for example, manager, director, and so on)

K: This stands for **Cost Center**

Structural divisions Структурное подразделение – используется для расчета налогов в FI модуле.

Administration units Административные единицы.

Grouping of several organizational units for the preference processing, for example, plants or plant groups.

Business units can be assigned to one administrative unit regardless of their position in the business structure or hierarchy. Administrative units help to bundle, for example, requests or dunnings of vendor declarations from vendors for plants or plant groups.

Plant

Logistics - General (LO)

In Logistics a plant is an organizational unit for dividing an enterprise according to production, procurement, maintenance, and materials planning.

A place where materials are produced, or goods and services are provided.

Филиал P9102-subty = 0002, 0003, а если 0001, то это организация

9102 Сведения об оранизации – Организация – Филиал – структурное подразделение.

```
zcl_hr_utilities=>is_org

zcl_hr_utilities=>is_filial
```

[10:35:05] Виталий Прауд: чем организация отличается от филиала?

[10:35:22] Гурген Багратуни: организация на уровень выше

Или

```
Z_NOT_OUT атрибут сценария Z_OBJECT установлев в 'X'
```

OM Attributes
– Each object can have a number of attributes. These attributes are stored in infotypes. These attributes are inherited based on the relationships. Eg. If a job has a salary range, the position related to it inherits it and thus the person that holds that position. Org Units and postions will inherit cost center of the parent org units. Positions can inherit tasks of the jobs that describe them (and can also have tasks directly assigned to them). The important attributes of the OM objects are listed below.

1. ***Org Unit*** – Org title, description, address, head of Org Unit, cost center, account assignment features
2. ***Position*** **–** Position title, description, Vacancy, Address, Work Schedule, Cost Distribution, Worker's Comp codes, Account assignement features, Cost Center override
3. ***Job*** **–** Class title, Description, Salary band/Scale, FLSA Status, EEO/AAP codes

An organizational object consists of

- a short and long description
- an 8 digit ID number (assigned by the system) and a description
- a link, which defines the relationship of an object to another object
- a validity period and a time constraint
- a status flag
- assignment to one or more scenarios

An organizational unit also has its own specific characteristics (attributes it1222 or infotypes?).

1222 Общее ведение атрибутов General Attribute Maintenance

SM30 - T77OMATTR. viewcluster

(key/value pair) has particular characteristics, for example

- a reference to the Data Dictionary
- specific F4 help
- special types of inheritance

Data can be divided logically using **scenarios =** subtype.

This infotype is only used in **Customer Relationship Management.**

Function group RHOMATTRIBUTES.

RH_OM_ATTRIBUTES_READ

RH_OM_ATTRIBUTES_INSERT

RH_OM_ATTRIBUTES_UPDATE

https://help.sap.com/viewer/aa5437cb9f20438baf40c0c702ca47bf/7.5.8/en-US/4eebef1711394e6fe10000000a42189d.html

CLIENT german MANDANT - компания, фирма или предприятие юридически и организационно самостоятельный участник системы.

Идентификатор объектов

Pernr PA

ИТ 0105-тип 0001 привязывает к pernr USERID (Имя пользователя SAP-системы (SY-UNAME) или почтовый адрес. USRTY и SUBTY.

Идентификатор объектов OM?

T777D – таблицы к инфотипов и инфо-подтипов

Таблицы инфотипов:

Database Tables in HR

1. Personnel Administration (PA) - master and time data infotype tables (transparent tables). PAnnnn: e.g. PA0001 for infotype 0001

2. Personnel Development (PD) - Org Unit, Job, Position, etc. (transparent tables). HRPnnnn: e.g. HRP1000 for infotype 1000

3. Time/Travel expense/Payroll/Applicant Tracking data/HR work areas/Documents (cluster PCLn: e.g. PCL2 for time/payroll results.

https://wiki.scn.sap.com/wiki/display/ABAP/Human+Resource+Tables+-+a+quick+reference+guide+for+an+ABAP+HR+Consultant

Infotype ranges:

0000 - 0999 PA and Payroll Data PAXXXX "employee" (PBXXX "candidate" Данные кандидатов)

1000 - 1999 Personnel Planning HRPXXXX

2000 - 2999 Time Mgmt PAXXXX

4000 - 4999 Recruitment PBXXXX.

5000 - 5999 E-Recruiting/Talent Mgmt HRPXXXX

9000 - 9999 reserved for customer-defined infotypes

0000 Actions Мероприятия

0001 Organizational assignment Орг. Присвоение

0002 Personal data Персональные данные

1000 Object Объект

1001 Relationships Соединения

1002 Description Вербальное описание

Проверочные таблицы инфотипов:

T582S – PA – PA(PB) XXXX Master/Time Data

T777T – OM – HRPXXXX Organizational Data

HR Master data (PA)

- Infotypes
- Subtypes
- Object Identification to differentiate between data records
- Data structure
- Relationship

employee's personnel number

PLOGI (отчет RHPLOGI0) предоставляет прозрачный каталог всех объектов планирования персонала для инфо-типа 1000 и используется для аналитических отчетов.

Ключивые поля PA

MANDT Client

.INCLUDE PAKEY Key for HR Master Data

Subtype Подтипы и что это.

Некоторые инфо-типы имеют подтипы. Например виды адресов для инфо-типа Адрес 0006 представляют собой подтипы: Permanent Residence, Temporary Residence, Emergency Address. SUBTY field.

T777D-STYPT,SYTXT – таблицы подтипов

T591S PA subtypes (почему нет 2001 2002?)

T778U OM subtypes

Временная привязка Time constraint

Для определения того, как записи данных инфо-типа взаимодействуют друг с другом во времени, используется временная привязка.

https://archive.sap.com/discussions/thread/3281037
OM:
0 = May only be present once
1 = Without gaps
2 = With gaps
3 = Unlimited
PA:

1 Record must have no gaps, no overlappings

2 Record may include gaps, no overlappings

3 Record may include gaps, can exist more than once

A Infotype exists just once from Jan.1 1800 to Dec.12 9999

B IT exists for maximum of once from Jan.1 1800 to Dec.12 9999

T Time constraint is based on subtype or subtype table

Z Time constraint for time management infotypes -> T554Y

For infotypes PA:

SPRO → IMG → Personnel Management → Personnel Administration → Customizing Procedures → Infotypes

For subtypes PA:

SPRO → IMG → Personnel Management → Personnel Administration → Personal Data

For infotypes and subtypes OM:

SPRO → IMG → Personnel Management → Organizational Management → Basic Setting → Data model enhancement → Infotype Maintenance → Maintain Infotypes

0 = May only be present once

1 = Without gaps

2 = With gaps

3 = Unlimited

For relationships OM 1001:

Personnel Management → Organizational Management → Basic Settings → Data model enhancement → Relationship Maintenance → Maintain Relationships

Или

PM -> Развитие персонала -> Осн пар настр -> Ведение соединений

T778V

For each object type OM 1001:

SPRO | Personnel

Management | Personnel development | Basic Settings | Maintain Relationships | Define Time Constraint Depending on Target Object Type

PA:

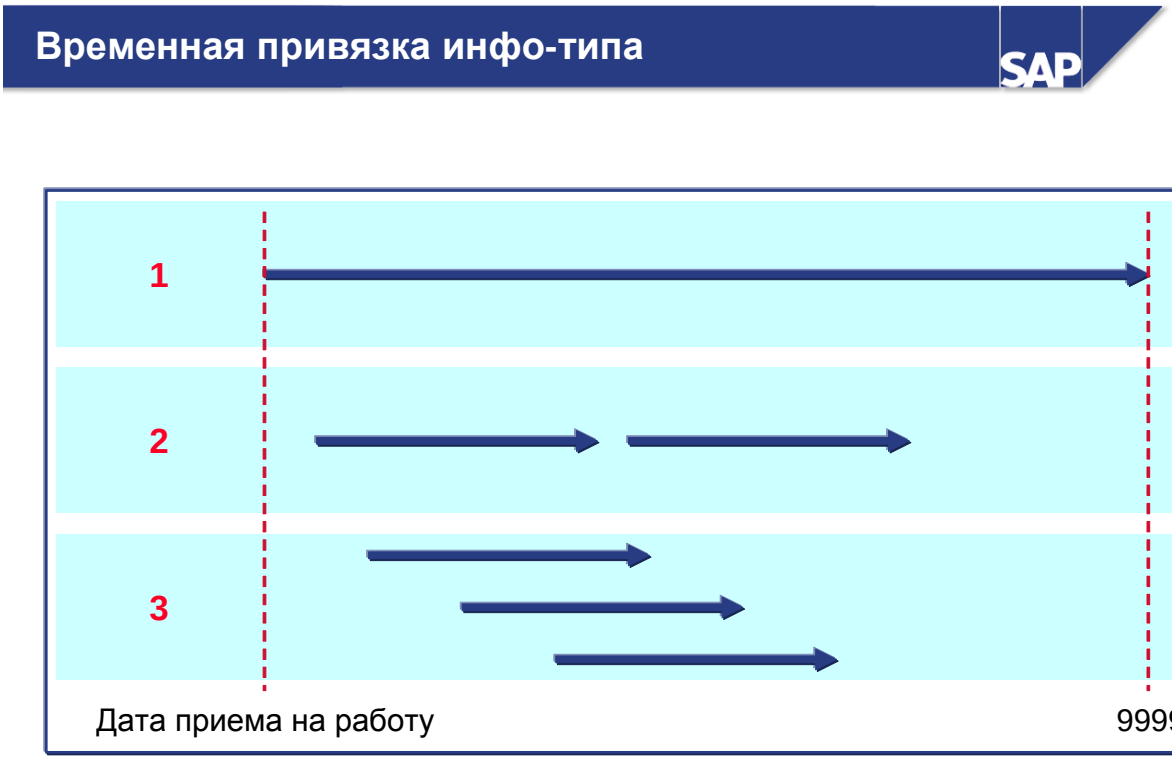
V_T582A - Infotype Attributes PA

V_T591A - Subtype Characteristics PA

T591B - Временная привязка дли видов оплат

OM:

SM30 + T778T временная привязка OM и инфо-подтипов



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Logical Database	key	Infotypes	Logical Area
PNP and PNPCE	pernr	0000-0999, 2000 to 2999	HR Master Data & Time
PAP	pernr?	4000-4999	Recruitment
PCH	otype,		Infotypes of specified object type else all

	objid		infotypes

PNPCE

PNP mode:

```
TABLES: PERNR.
NODES: PERAS.
INFOTYPES: 0006 NAME P0006.
GET PERAS.
        PERAS-PERNR.
```

If the
'GET PERSON' and
'GET GROUP' events and the
'AS PERSON TABLE' addition for the INFOTYPES statement are not used,
the report indicates that it does not require the functionality for evaluating Concurrent Employment.

CE mode: подробнее о режиме?

```
TABLES: PERNR.
NODES: PERSON, GROUP, PERAS.
INFOTYPES: 0001 NAME ALL_0001 AS PERSON TABLE MODE P.
INFOTYPES: 0001 NAME PP0001 AS PERSON TABLE.
INFOTYPES: 0006 NAME P0006.
GET PERSON.
* table ALL_0001 is filled with infotype 0001 data of all PERNRs
* stored in PERSON-ALL_PERNRS without authority check !!!
  WRITE :/ PERSON-OBJID.
  ...
GET GROUP.
* table P0001 is filled with infotype 0001 data of all PERNRs
* stored in GROUP-ALL_PERNRS
  WRITE :/ GROUP-GROUPING_REASON, GROUP-GROUPING_VALUE.
  ...
GET PERAS.
* table P0006 is filled with infotype 0006 data of PERNR
* stored in PERAS-PERNR
  WRITE :/ PERAS-PERNR.
  ...

P0001[] заполняется всеми записями попавшими для pernr,
P0001 структура содержит последнюю по endda запись.
```

Заполнение таблиц INFOTYPES:

Default (GET pernr)

the *data selection period* = the *person selection period. Data for pernr*

AS PERSON TABLE (GET group)

the *data selection period* = the *person selection period. Data for group*

AS PERSON TABLE + MODE P (GET person)

All data records + No authorization check.

Impossible to set evaluation period.

MODE N – объявление таблиц без чтения данных. Используется для чтения макросами.

evaluation period for **payroll period =** current payroll period or another payroll period + payroll area

Evaluation Period

The PNPCE (and the PNP) differentiates between the *data selection period* and the *person selection period*. = *evaluation period*.

Only the personnel numbers are selected that fulfill the selection conditions on at least one (key) date in the specified person selection period. Begda or endda in period.

BEGDA and ENDDA contain the data selection period whereas BEGPS and ENDPS contain the person selection period

PNP macroses SE38 – DBPNPMAC include:

```
rp_provide_from_frst

rp_provide_from_last

rp_read_infotype

rp_set_data_interval
```

PNPCE macroses SE38 – DBPNPCECOM include

PCH macroses SE38 – DBPCHCOM include:

Concurrent Employment(par) and Global Employment(seq)

P – A209 – CP(Центральное лицо) TC 2

CP – B209 – P TC 3

Person ID or External Person ID не путать с Personnel ID Number

Personnel Number

S_AHR_61016358 Reference Personnel Numbers

IT 1002 – SBTYPE Вербальное описание для OM

0001 Общее описание

Z002 Наименование в род.падеже

Z003 Наименование в дат.падеже

Z004 Наименование в вин.падеже

Z005 Наименование в твор.падеж

Z006 Наименование в пред.падеж

Z099 Код в историческ. системе

IT 0002 – SBTYPE для **Person**

PA0002 – NACHN Фамилия

PA0002 - VORNA Имя

PA0002 – MIDNM Отчество

PA0002 – INITS Инициалы

T527X SAP Organizational Units Table

ORGTX Short Text of Organizational Unit

Основные средства поиска в HR:

HRBAS00OBJID с параметрами:

PLVAR - 01

OTYPE – тип объекта

Структурное подразделение - это организационная единица, в которой находится ТН. Pa0001-orgeh (обычно совпадает с P-S-O)

В чем разница P-S-O-O?

Когда сотрудник не присвоен штатной должности по пути анализа ничего,

В поле "Штатная должность" PLANS в ИТ 0001 появляется значение 9999999.

https://www.tutorialspoint.com/sap_hr/sap_hr_quick_guide.htm

SAP HCM - A Complete Tutorial - Ganesh Karthik S.pdf

hr350

SPRO

http://itsiti.com/spro-sap-project-reference-object

https://www.tutorialkart.com/sap/what-is-sap-spro-sap-reference-project-object/

SAP HR programming demystified: Understanding, creating, and enhancing SAP R infotypes by Michal Szymaczek

TABNR **Table infotypes (**Table Part Табличный Компонент) **данные имеют повторяющуюся структуру, многострочный текст любой длинны.**

PTnnnn structure
separate table *HRTnnnn*

HRPnnnn- *TABNR* - **table pointer** - > HRT1002 – TABNR

В каких случаях endda = `'99991231'`

T7ruro - ? https://blogs.sap.com/2013/07/11/sap-hcm-russia-roll-out-case/

Что такое CRM, SRM
https://wiki.scn.sap.com/wiki/display/CRM/Customer+Relationship+Management

https://wiki.scn.sap.com/wiki/display/SRM/SAP+SRM

pc00_m33_rep_adm_ord – Управление приказами по персоналу, позволяет просмотреть отчеты по запущенным мероприятиям.

employee [emplɔɪˈiː]

employer [ɪmˈplɔɪə]

compulsory [kəmˈpʌlsərɪ]

obligatory [ɔˈblɪgətərɪ]

mandatory [ˈmændətərɪ]

obsolete (ˈɒbsəˌliːt; ˌɒbsəˈliːt)

ad-hoc

customizing [ˈkʌstəmaɪzɪŋ]

personalization [pɜːsənəlɪˈzeɪʃn]

modification [mɔdɪfɪˈkeɪʃn]

enhancement [ɪnˈhɑːnsmənt]

customer [ˈkʌstəmə]

report [rɪˈpɔːt]

dialog [ˈdaɪəlɒg]

reuse [rɪˈjuːz]

recruitment [rɪˈkruːtmənt]

hiring [ˈhaɪərɪŋ]

induction [ɪnˈdʌkʃn] ввод сторудника

training [ˈtreɪnɪŋ]

orientation [ɔːrɪenˈteɪʃn]

evaluation [ɪvæljʊˈeɪʃn] оценка

promotion [prəˈməʊʃn]

layoff [ˈleɪɒf]

assignment [əˈsaɪnmənt]

user [ˈjuːzə] dialog [ˈdaɪəlɒg]

payroll /ˈpeɪrəʊl/

functionality /ˌfʌŋkʃəˈnæləti/

possibility /ˌpɒsəˈbɪləti/

upgrade /ˈʌpgreɪd/

group /gruːp/

multi-layer /ˈmʌlti//ˈleɪə(r)/

explicit /ɪkˈsplɪsɪt/

template /ˈtemplɛɪt/

Полезные транзации

OM

Ppose организация и распределение штанных должностей

PP01 ведение объекта

Pp02 ведение данных по объектам

Pp03 ведение мероприятий по объектам

PA

PP20 просмотр основных данных персонала PA