# SAP HR – WORKING WITH DYNAMIC ACTIONS

TWO-WAY INTEGRATION OF DYNAMIC ACTIONS & ABAP PROGRAM

#### PREREQUISITES:

• Tutorial intended for audience that familiar with basics of working with SAP DYNAMIC ACTIONS

### SHORT THEORETIC EXPLANATION FOR ACTIONS CASE SHOWN IN THE SAMPLE:

Reference Personnel Number (RPN) in SAP HR establishes a link between multiple personnel numbers that belong to the same individual. Imagine scenarios where an employee:

- Changes their legal name: Perhaps due to marriage or other personal reasons.
- Has multiple employment contracts, Such as working concurrently in different subsidiaries of the same company.
- Rejoins the company after a break: Starting a new employment period after they previously left.

The Reference Personnel Number ensures that the employee's historical HR data, including payroll, benefits, and time records, remains connected and accessible regardless of separate personnel numbers assigned to them over time.

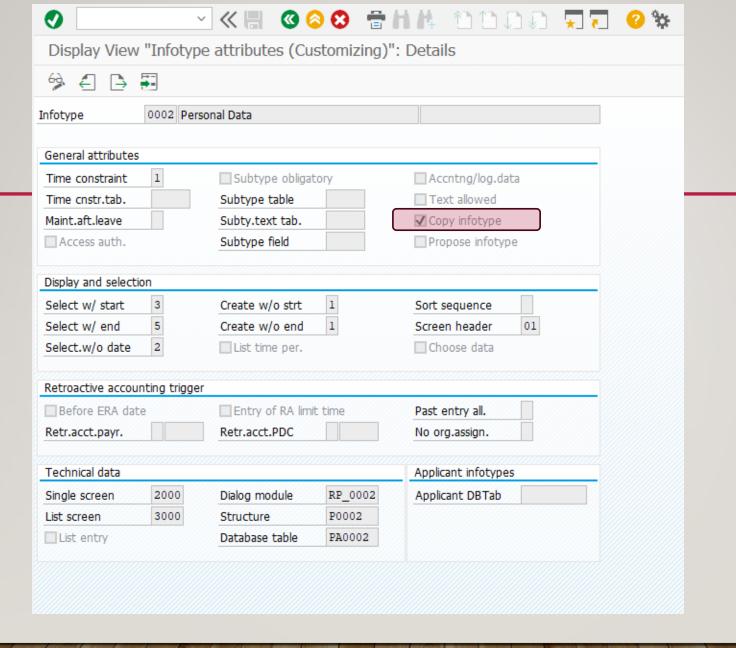
Where is it Stored?

SAP HR stores the Reference Personnel Number in Infotype 0031 (Reference Personnel Number). Additionally, you'll find the information within the HRP1001 table, which manages relationships between objects within the HR module.

#### TASK SCENARIO:

When hiring employee by reference some infotypes data are copied completely, for this purpose the field "copy infotype" in infotype attributes must be checked, e.g.

Personal data in the screenshot:



Alternatively sometimes required to copy only partially data, e.g. cellular number,

Private email address & Linkedin profile URL from

IT0105 - communications & may be

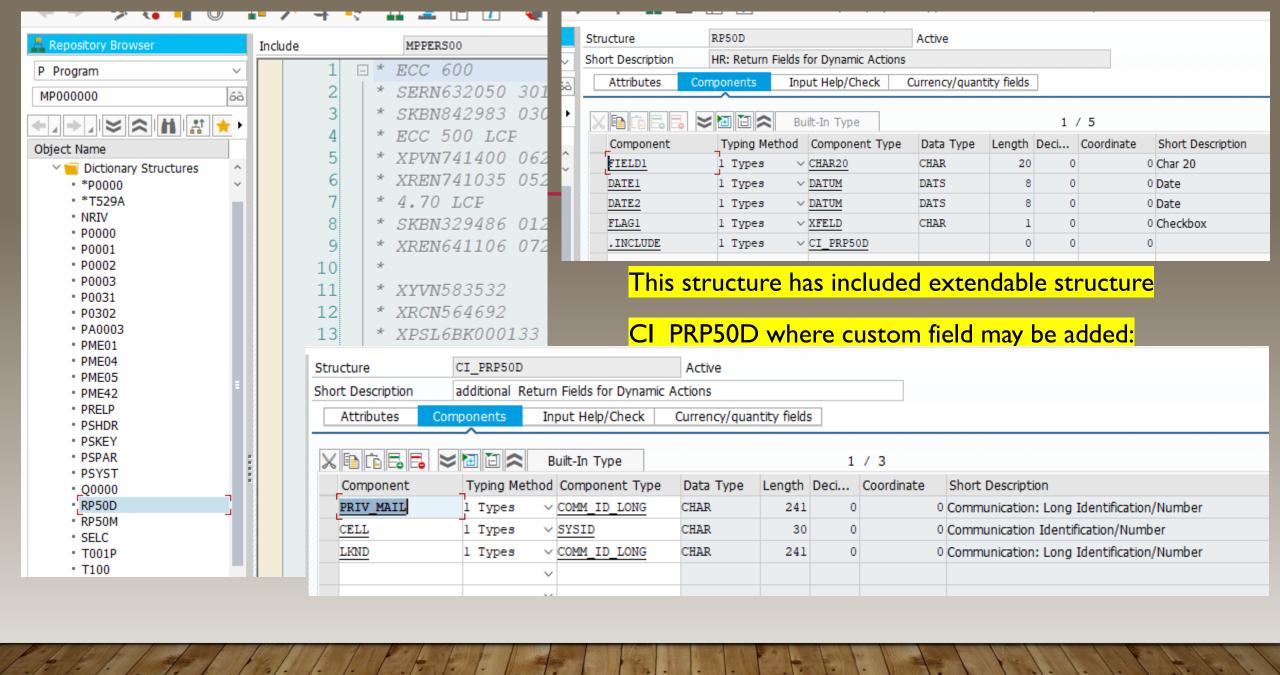
Preferable to do it programmatically via dynamic actions. This example explains how to do it

## IN DYNAMIC ACTIONS THE NEXT ROWS MUST BE ADDED TO CALL SUBROUTINE SET\_DEFAULTS IN THE PROGRAM ZST7\_DYNAMIC\_ACT\_TEST:

IT STy. Field N FC No S Variable function part  0000 04 370 P **WHEN HIRING BY REFERENCE COPY  0000 04 371 P PSPAR-MASSN='01'  0000 04 372 P PSPAR-RFPNR<>PSPAR-PERNR							
0000 04 371 P PSPAR-MASSN='01'		S۱	No	FC	Field N	STy.	IT
	COMM.DATA	P *	370	04			0000
0000 04 372 P PSPAR-RFPNR<>PSPAR-PERNR		P P	371	04			0000
		P P	372	04			0000
0000 04 373 F SET_DEFAULTS(ZST7_DYNAMIC_ACT_TES	5T)	F S	373	04			0000

Where pspar-pernr is the new employee number & pspar-rfpnr is the reference employee number

In the program we have to retrieve the required communication data via reference employee number. In order to return retrieved data to dynamic actions the structure RP50D must be used. This structure included in the program of dynamic actions (MPPERS00) & must be included in our custom program.



### We have to add fields for next data:

	4AN	PERNK	SUB	USRTY	USRID	USRID_LONG	OE
1	.00	00000015	0030	0030		GYHUJI@GMAIL.COM	
1	.00	00000015	CELL	CELL	0545321789		
10	.00	00000015	LKND	LKND		HTTPS://WWW.LINKEDIN.COM/IN/SOMEBODY89/	

```
*& Report ZST7_DYNAMIC_ACT_TEST
     REPORT ZST7_DYNAMIC_ACT_TEST.
     TABLES: RP50D, PSPAR.
10
     START-OF-SELECTION.
11
      PERFORM SET_DEFAULTS.
14
     *& Form set defaults
15
16
    *& text
17
    *& --> p1 text
18
   *& <-- p2 text
19
20
   □ FORM SET DEFAULTS .
22
23
       SELECT SINGLE USRID INTO RP50D-CELL FROM PA0105
24
         WHERE USRTY = 'CELL' AND PERNR = PSPAR-RFPNR AND ENDDA > SY-DATUM.
25
       SELECT SINGLE USRID LONG INTO RP50D-PRIV MAIL FROM PA0105
         WHERE USRTY = '0030' AND PERNR = PSPAR-RFPNR AND ENDDA > SY-DATUM..
26
27
       SELECT SINGLE USRID LONG INTO RP50D-LKND FROM PA0105
      WHERE USRTY = 'LKND' AND PERNR = PSPAR-RFPNR AND ENDDA > SY-DATUM..
28
30
     ENDFORM.
```

The next challenge: customer wants to display proposal data to user & to enable or save them, or edit, or delete. For this purpose the next rows must be added to dynamic actions (the content of those rows will be performed after retrieved communication data will be returned from the program

(	Chan	ge V	iew "Dy	yna	mic	Actions": Overview	
6	À.	New	Entries				
	IT	STy.	Field N	FC	No	S Variable function part	iii
	0000			04	344	* SA PBS. CREATE IT2001 FOR SUSPENSION	^
	0000			04	370	P **WHEN HIRING BY REFERENCE COPY COMM.DATA	~
	0000			04	371	P PSPAR-MASSN='01'	
	0000			04	372	P PSPAR-RFPNR<>PSPAR-PERNR	
	0000			04	373	F SET_DEFAULTS(ZST7_DYNAMIC_ACT_TEST)	
	0000			04	374	I INS,0105,,,(P0000-BEGDA),(P0000-ENDDA)	
	0000			04	375	W P0105-USRID_LONG=RP50D-PRIV_MAIL	
	0000			04	376	W P0105-USRTY='0030'	
	0000			04	377	* P0105-SUBTY='0030'	
	0000			04	378	I INS,0105,,,(P0000-BEGDA),(P0000-ENDDA)	
	0000			04	379	W P0105-USRID_LONG=RP50D-LKND	
	0000			04	380	W PO105-USRTY='LKND'	
	0000			04	382	I INS,0105,,,(P0000-BEGDA),(P0000-ENDDA)	
	0000			04	383	W P0105-USRID=RP50D-CELL	
	0000			04	384	W P0105-USRTY='CELL'	
	0000			0.4	400	+++ CDENTE THEOTYDE 41 IMEN HIDING CD ++++	

Now we perform hiring by reference in transaction PA40. the details of this process may be

different in different organizations, so we'll jump over up to result of performed development:

3 screens are displayed with proposal values of required communication data with the fields open to edit. User can to keep those values or change or delete:

