

# **Release Notes**

**for**

## **Human Capital Management**

**SAP Enhancement Package 7 for SAP ERP 6.0,  
Support Package Stack 02**



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## CA Cross-Application Components

### CA-MSS Manager Self-Service

#### CA-MSS-HCM Manager Self-Service (HR)

##### HCM\_MSS\_OADP\_1: Business Function HCM, Manager Self-Service - Performance Optimization with OADP (New)

###### Use

As of EA-HRGXX 607 SP10, the business function HCM, Manager Self-Service - Performance Optimization with OADP is available. With this business function, you can enable an enhanced version of the Manager Self-Service (MSS) application component based on Web Dynpro ABAP. This version is optimized for performance using Object and Data Provider (OADP). Thus it optimizes the performance of the features released with the **HCM, Manager Self-Service on Web Dynpro ABAP 2** (HCM\_MSS\_WDA\_2) business function.

The new features are as follows:

- o Responsive UI for the Manager Self-Service (MSS) **Home** page  
The Home page has a flexible **Refresh** pushbutton that works both in synchronous and asynchronous mode: The system decides the mode of refresh at runtime based on the number of objects to be processed. Note that the features are also available on the **Substitution Overview** page for managers and substitutes.
- o Additional display of the timestamp  
The **Home** page and the **Substitution Overview** page display the timestamp of the data displayed on the **Team** page and other UI screen areas. Managers can use this timestamp to decide whether they want to continue working with the data. If they want the latest data, they can perform a refresh using the **Refresh** pushbutton.  
Previously, the system performed a refresh to update data for the entire hierarchy when senior managers who are occasional visitors logged on to MSS. To avoid this inconvenience, it is now possible to run a batch job to update the OADP buffer. It ensures that managers always find valid data whenever they start the MSS application. It can be scheduled by the administrator. You can use the new report to prepopulate the buffer used by the MSS application.
- o New report for updating the OADP buffer  
A new report, **Object and Data Provider Buffer Update for Managers** (RP\_MSS\_OADP\_UPDATE\_BUFFER), is available to update the OADP buffer automatically. It ensures that the managers always use valid data whenever they start the MSS application.  
For more information, see **Object and Data Provider Buffer Update for Managers**.
- o The MSS homepage application has optimized functions and an enhanced UI to deliver improved performance. The overall average improvement in terms of performance is approximately 1.7 times. The actual improvements in the system may vary depending on the system configuration. The enhanced areas are as follows:
  - The **Team, Time Recording, Birthdays and Anniversaries**, and **Competency Matchup** applications

- The **Attendance Overview** section now uses buffering.
- o New versions of OADP function modules are available. The overall average improvement in terms of performance is approximately 3 times. The actual improvement in the system varies depending on the system configuration. The enhancements work optimally for managers who have a maximum of 200 direct employees or 2000 indirect employees or both under them, and when the threshold is 100. This recommendation overrides the recommendation previously made in SAP Note 922267.

#### Effects on Existing Data

- o There is no change to the existing Customizing settings.
- o In the new version, the MSS application offers improved user experience and enhanced performance of the MSS **Home** page and **Substitution Overview** page, especially the refresh function.
- o When you activate the business function, the old function modules used for OADP are replaced with their successors.

#### Effects on Customizing

You make the Customizing settings for the functions of this business function in Customizing for Personnel Management under **Manager Self-Service (WDA) -> Object and Data Provider -> Update Object and Data Provider Buffer Periodically**.

#### See also

For more information, see the business function description.

## HCM\_MSS\_UI5\_1: Business Function HCM, Manager Self-Service on SAPUI5 (New)

#### Use

As of EA-HRGXX 607 SP14, the business function **HCM, Manager Self-Service on SAP UI5** (HCM\_MSS\_UI5\_1) is available. With this business function, you can activate Manager Self-Service (MSS) applications based on SAPUI5. The manager self-service builds on the features of the business function **HCM, Manager Self-Service on Web Dynpro ABAP 2** (HCM\_MSS\_WDA\_2) to offer the following new features:

- o New landing page based on SAPUI5
  - Approvals  
Displays the workflow-based Leave Approval, CATS Approval, Clock In/Clock Out Approval, and other approvals available to the manager  
Note that as a prerequisite, you have installed the component IW\_PGW 100 SP03 in the SAP NetWeaver Gateway system and the component IW\_BEP 200 SP06 in the back-end system.
  - Work Feeds  
Displays notifications that the manager can act on which are pushed from the back-end system  
Note that as a prerequisite, you must have installed the components IW\_FND 250 SP06 and GW\_CORE 200 SP06 in the SAP NetWeaver Gateway system and the component IW\_BEP 200 SP06 in the back-end system.
  - My Team  
Provides a pictograph of the employees reporting directly to the manager.

Managers can drill down and start services for the employees

- **My Team Services**  
Allows managers to start services applicable to the entire team and not specific to an employee reporting directly to them
- **My Reports**  
Displays the reports assigned to the managers  
These reports can be based on a variety of technologies. The manager has a single point of entry to all their reports and can execute the reports directly from the lane.  
Note that the lane is delivered without content. Reports are assigned in Customizing.
- **My KPIs**  
Displays the key performance indicators assigned to the manager with trend data and comparison data  
Different colors and symbols that represent stored threshold values or reference values indicate the status of the KPIs.  
Note that the lane is delivered without content. KPIs are assigned in Customizing. The KPI data can come from either an in-memory database, or from other sources such as a classic data warehouse (see SAP Notes 1852087 and 1852088).
- **KPI Monitor**  
Displays a graphic that shows how many key performance indicators assigned to a manager have a certain status  
If managers want to check the KPIs, they can directly navigate to the expanded **My KPI** lane.
- **Search**  
Allows managers to search for a specific employee and have basic details about the employee
- o **Applications based on SAPUI5**
  - **Team Calendar**  
All the date-related information is now available in one unified calendar. The calendar includes information retrieved from Leave, Travel, Learning Solution (trainings booking), Birthdays and Anniversaries, and Public Holidays.
  - **Leave Approval**  
An enhanced leave approval application that includes the new Team Calendar
  - **Employee Profile**  
An enhanced employee profile with a card-based layout incorporating information from Personal Profile, Talent, Compensation, and Learning

*Note*

As a prerequisite, you have installed SAP NetWeaver 731 SP07, SAP UI ADD-ON 1.0 SPS 04, and SAP NW Gateway 2.0 SP07.

### Effects on Customizing

You make the Customizing settings for the functions of this business function in Customizing for Personnel Management under **Manager Self-Service (SAPUI5)**.

**See also**

For more information, see the business function description.



## PA Personnel Management

### PA-PAO Personnel & Organization

#### HCM\_PAO\_CI\_2: Business Function HCM, Personnel & Organization 02 (New)

##### Use

As of EA-HRRXX 607 SP10 the business function **HCM, Personnel & Organization 02** (HCM\_PAO\_CI\_2) is available.

You can use this business function to add the *Processes* lane to the landing page for HR professionals. The *Processes* lane provides a single point of access to topics that are important to HR professionals for their daily work. It offers the following features to HR professionals:

- o A short lane on which they can view the pending processes for a specific period
- o An expanded lane on which they can view all completed and open processes

Under the expanded lane:

- A quick search and an advanced filter criteria that allow them to quickly search for any process in the system
- The possibility to maintain work schedule information for organizational structures

##### Effects on Customizing

When you activate the business function HCM\_PAO\_CI\_2, you must maintain the Customizing activities in **Personnel Management** under **Personnel & Organization -> Landing Page -> Configure Processes Lane**.

##### See also

For more information, see the business function description.

#### Personnel & Organization: New HR Professional Composite Role (New)

##### Use

As of EA-HRGXX 607 SP10, a new **HR Professional** composite role (technical name: **SAP\_PAO\_HRPROFESSIONAL\_2**) is available. This makes obsolete the **HR Professional** role (**SAP\_PAO\_HRPROFESSIONAL**) previously delivered with EA-HRGXX 607 SP03.

The new **HR Professional** role has an additional single role for the new **Processes** lane. This lane is available as of EA-HRGXX 607 SP10 with the business function **HCM, Personnel & Organization 02** (HCM\_PAO\_CI\_2). For more information, see the corresponding **release note**.

##### Effects on Customizing

To use the new **Processes** lane, copy the new composite role **SAP\_PAO\_HRPROFESSIONAL\_2** to the customer namespace (starting with **Z\***), adjust it to meet your requirements, and assign your new customer-specific role to your HR professional users in Customizing for **Personnel & Organization** under **Role -> Assign Role to Users**.

## HCM\_607\_PAOMP1\_M: Business Function HCM, Mass Processing for Personnel and Organization (new)

### Use

As of EA-HRGXX 607 SP10, the business function *HCM, Mass Processing for Personnel and Organization* is available. With this business function, you can enable HR professionals to process the data of multiple candidates using the Mass Hiring Web application.

This business function offers the following features:

- o Integration of the **Mass Hiring** Web application into the landing page
- o Appealing and intuitive Web user interface, which offers a central workspace for an HR professional to manage data of multiple candidates when hiring employees.

With the Excel-like Web UI, an HR professional can complete the whole maintenance process for candidates by carrying out the following:

- Download an empty excel template for mass hiring - an HR professional can forward the downloaded Excel template to a third party, for example, an external job agency, to maintain candidates' data. The empty excel then can be forwarded to the third party, for example, the external job agencies, for data maintenance of candidates. The structure and layout of the Excel template can be customized using the **Design Time** tool, for example, to include value help and remarks, and to set important fields as leading fields.
- Import an Excel sheet with records of multiple new hires from a local PC into the application - an HR professional can choose to import all candidates or the selected rows of candidates in the Excel sheet. The application supports delta data handling to import revised data to the new UI.
- Export the candidates into an Excel sheet stored on local PC; they can also export only rows with errors for offline correction.
- Handle errors - there are aggregated error messages and detailed messages on the UI, with the latter directly navigating to the cells with errors. The error messages are exported in a separate worksheet in an Excel file, when an HR professional exports the error entries into an offline Excel file.
- Save drafts - an HR professional may leave the task by saving the current workspace as a draft, and then access the drafts from the "Tasks" lane in the landing page.
- Mass edit, mass validate, and mass submit candidates' data.

To edit: select rows with identical values, find and replace values in one step, or copy values from a row to other rows.

To validate: the system checks the quality of candidate data before it is finally submitted to the database. Both synchronous and asynchronous validation processes are available and can be conducted in parallel to save time, if the function is enabled in the **Design Time** tool.

To submit: submit all candidates with qualified data into the database in one step. The candidates with unqualified data remain in the workspace for an HR professional to correct and then re-submit them.

- o Automatic duplication check during importing and validations - the system can

automatically identify duplicate candidates, so as to avoid repetitive and invalid records.

- o Rehire detection - the potential rehires can be detected during validation. An HR professional can check and decide whether to reuse an existing personnel number for rehires, or to create a new one for new hires. You can define the rule during Customizing.
- o Automatic creation of personnel numbers for all new hires after final step of data submission - after submission of the candidate data, personnel numbers are generated automatically, so that an HR professional can focus on their business tasks.

#### Note

To use this business function, you have to activate the *Human Capital Management* (EA-HR) Enterprise Extension.

#### Effects on Customizing

When you activate this business function, you must make the new Customizing settings for **Mass Processing** under **Personnel Management** -> **Personnel & Organization** -> **Processes**.

#### See also

For more information, see the Business Function description.

## HCM\_PAO\_CI\_3: Business Function HCM, Personnel & Organization 03 (New)

#### Use

As of EA-HR 607 SP14, the business function **HCM, Personnel & Organization 03** (HCM\_PAO\_CI\_3) is available. You can use this business function to enhance the **Personnel & Organization** application component as described below.

- o **Additional Country Versions for Managing Employee Master Data**  
With this business function, you can now administer employee master data for the following countries:
  - Germany
  - Switzerland
  - Canada
  - Australia
  - Mexico
  - Netherlands

#### Note

For an overview of all supported countries, see Customizing for **Personnel & Organization** under **Infotypes** -> **Infotypes for Employees** -> **Country-Specific Infotypes and Infotype Settings**.

- o **Suite Page Builder for the Landing Page**  
You can now configure the landing page for HR professionals with the Suite Page Builder. The new Suite Page Builder replaces the Lane Page Builder as underlying framework used for the landing page. The new page builder supports features like user recognition, a common notification area, easy options for catalog administration, lane configuration, and personalization.
- o **SAP JAM Collaboration Framework**

You can now use SAP JAM, SAP StreamWork's successor, as collaboration platform for HR professionals. This platform allows direct and topic-related collaboration between HR professionals and other users.

- **Roadmap Form for Employee Processes**  
The **HCM Processes and Forms** framework offers the new form type "Roadmap Form". With this new form type you can reuse the **Personnel & Organization** screens for single infotypes and offer them in a predefined sequence for display as an easy-to-navigate roadmap. You configure the roadmap form-based processes either as "single-step-processes" or use the workflow capabilities of **HCM Processes and Forms** to enhance them.  
**Note**  
Currently, the roadmap form only supports processes for employee master data. For more information, see SAP Library for SAP ERP under **SAP ERP Central Component -> Human Resources -> Shared Services -> HR Administrative Services (PA-AS) -> Design Time for Processes and Forms -> Creation and Configuration of Form Scenarios -> Definition of Form Scenarios -> Roadmap Form**.
- **Additional Search Provider: Embedded Search**  
With this business function, you now have the option to use in **Personnel & Organization** the powerful Embedded Search as search engine as an alternative to the SAP Query-based search engine. The Embedded Search is an indexed search engine that supports fuzzy search and complex search scenarios across different object relationships. Search models are enabled for employees, positions, and organizational units.  
For more information, see SAP Library for SAP ERP under **SAP ERP Central Component -> Human Resources -> Personnel Management (PA) -> Personnel & Organization -> Search -> Configuration of Search -> Search Configuration: Embedded Search**.
- **Workforce Viewer**  
This new application, based on SAPUI5, offers a wide range of features to explore and visualize organizational structures.  
For more information, see SAP Library for SAP ERP under **SAP ERP Central Component -> Human Resources -> Personnel Management (PA) -> Organizational Management -> Workforce Viewer**.  
For more information, see the **release note** for the business function **HCM, Workforce Viewer 01 (HCM\_PD\_ORGVIS\_1)**.
- **Report Supporting Data Model Creation for Infotypes for Organizational Objects**  
With the new standard report **RP\_BAS\_GENERATE\_HRPD\_MODEL** you can easily add your customer-specific infotypes for organizational units and positions to the data model layer that is used for the HR Professional role infotype screens, the HRPD Business Object Layer (BOL) model.

### Effects on Customizing

Activate the new business function and make the Customizing settings as follows:

- **Additional Country Versions:**  
Make the settings in Customizing for **Personnel & Organization** under **Infotypes -> Infotypes for Employees -> Country-Specific Infotypes and Infotype Settings** that are available for each of the new country versions.
- **Roadmap Form Type:**
  - Make the settings in Customizing for **Personnel & Organization** under **Basic settings -> Personnel Actions**.

- To create processes of the new roadmap form type, you use the Design Time Customizing activity, enhanced with the new settings for this form type with this business function. You find the Design Time in Customizing for **Personnel & Organization** under **Processes -> Design Time for Processes and Forms**.
- o **Embedded Search:**  
Make the settings in Customizing for **Personnel & Organization** under -> **Search -> Embedded Search**.
- o **Workforce Viewer:**  
To create graphical representation of organizational structures, make the settings in Customizing for **Personnel & Organization** under **Landing Page -> Search Lane** or **Organization Lane -> Configure Settings for Visualization Structures**.

#### See also

For more information, see the business function description.

## Personnel & Organization: New HR Professional Composite Role (New)

#### Use

As of EA-HRGXX 607 SP14, a new **HR Professional** composite role (technical name: **SAP\_PAO\_HRPROFESSIONAL\_3**) is available. This makes obsolete the **SAP\_PAO\_HRPROFESSIONAL\_2** composite role previously delivered with EA-HRGXX 607 SP10.

In the **Menu** tab, the new **HR Professional** role has a URL for the landing page based on the Suite Page Builder available with the User Interface Add-On 1.0 SPS 04 for SAP NetWeaver.

#### See also

SAP Library for SAP ERP under **SAP ERP Central Component -> Human Resources -> Personnel Management (PA) -> Personnel & Organization -> Roles for Personnel & Organization**.

## Changes in the Customizing Structure for Personnel & Organization

#### Use

As of EA-HRRXX 607 SP14, the Customizing structure for **Personnel & Organization** has been restructured in the **Basic Settings** and **Infotypes** sections:

- o **Basic Settings**  
The **Activate Change Documents** Customizing activity has been moved to the **Security** section and is now located under **Security -> Data Privacy -> Logging -> Set Up Change Documents for Organizational Objects**.
- o **Infotypes**  
Under **Infotypes -> Infotypes for Employees**, the settings for decoupling infotypes have been restructured and reduced: Many single activities are not required if an infotype is decoupled with the **PM01** transaction. This change does not affect any settings that have been made with the structure delivered with previous shipments of the **Personnel & Organization** Customizing structure.

## PA-OS Organizational Structure

### HCM\_PD\_ORGVIS\_1: HCM, Workforce Viewer 01

#### Use

As of EA-HRRXX 607 SP14, the business function *HCM, Workforce Viewer 01* is available. You can use this business function to provide a simplified solution for representing organizational structures (org. structures). The new *Workforce Viewer* application is built using the latest SAPUI5 technology. The solution is accessible from applications such as *Manager Self-Service (MSS)*, *Personnel & Organization (PA-OM)*, and *Employee Look-up in Employee Self-Service (ESS)* within the HCM Lanes.

The new application offers an easy-to-understand and easy-to-navigate graphical representation of different organizational structures. The data displayed in these org. structures varies based on the role and the application.

For more information, see SAP Library for SAP ERP under **SAP ERP Central Component -> Human Resources -> Personnel Management (PA) -> Organizational Management -> Workforce Viewer -> Roles in Workforce Viewer.**

The solution allows you to display 3 different objects such as the organizational units (OrgUnits), positions, and employees within the same view. With great ease and intuitiveness, the employees or managers or HR professionals can navigate up to any level in the organizational structure even for complex scenarios and carry out tasks with more efficiency. For example, managers can perform actions such as view Talent Profile or Compensation Profile of an employee. Managers can also perform actions on multiple selected employees such as Compare Profiles, Start Special Payment, and so on.

The following are the key features:

- o Supports multiple browser
- o Quick navigation support
- o Supports multiple object types
- o Perform actions based on the roles defined in the launchpad
- o Search within the organizational structure
- o Drilldown within the organizational structure
- o Compare or start processes for multiple employees
- o Supports multiple manager scenario
- o Configuration options for structures, actions, and node data
- o Supports accessibility

For more information, see SAP Library for SAP ERP under **SAP ERP Central Component -> Human Resources -> Personnel Management (PA) -> Organizational Management -> Workforce Viewer.**

#### See also

SAP Library for SAP ERP under **Business Functions (SAP Enhancement Package 6 for SAP ERP 6.0) -> Enterprise Business Functions -> HCM, Workforce Viewer 01.**

## PA-ESS Employee Self-Service

### PA-ESS-XX Common Parts

#### HCM\_ESS\_UI5\_1: Business Function HCM, Employee Self-Service on SAPUI5 (New)

##### Use

As of EA-HRRXX 607 SP14, the business function **HCM, Employee Self-Service on SAP UI5** (HCM\_ESS\_UI5\_1) is available. With this business function, you can activate Employee Self-Service (ESS) applications based on SAPUI5. The employee self-service builds on the features of the business function **Employee Self-Services on WD ABAP 3** (HCM\_ESS\_WDA\_3) to offer the following new features:

- o New landing page based on SAPUI5
  - Work Feeds  
Displays notifications that the employee can act on, which are pushed from the back-end system  
Note that as a prerequisite, you have installed SAP NetWeaver 731 SP07, SAP UI ADD-ON 1.0 SPS 04, and SAP NW Gateway 2.0 SP07.
  - My Information  
Provides an overview of the employees' own data and provides access to some quick actions and information that are most useful to them
  - My Learning  
Provides an overview of the employees' own course bookings and allows them to navigate to the detailed services available in the Learning Solution (LSO) application  
Note that as a prerequisite, you have installed the software component LSO FE 607 (see SAP Note 1857083).
  - My Services  
Lists the most-frequently used services and the services that the employee has marked as Favorites
  - Search  
Allows employees to search for a specific employee and retrieve basic details of the employee or to navigate to the organizational chart
- o Applications based on SAPUI5
  - Salary Statement  
An application with a card layout with enhanced features
  - Employee Profile  
An enhanced employee profile application with a card-based layout incorporating information from the applications Personal Profile, Talent, Compensation, and Learning Solution
  - Team Calendar  
All date-related information is now available in one unified calendar. The calendar includes information retrieved from Leave, Travel, Learning Solution (trainings booking), Birthdays and Anniversaries, and Public Holidays.
  - Leave Request  
An enhanced leave request application that includes the new Team Calendar

#### Note

As a prerequisite, you have installed SAP NetWeaver 731 SP07, SAP UI ADD-ON 1.0 SPS 04, and SAP NW Gateway 2.0 SP07.

#### Effects on Customizing

You make the Customizing settings for the functions of this business function in Customizing for Personnel Management under **Employee Self-Service (SAPUI5)**.

#### See also

For more information, see the business function description.

## HCM\_TIM\_WDA\_1: Business Function HCM, Multiple Approvals for Leave Request in ESS and MSS (New)

#### Use

As of EA-HRRXX 607 SP10, the business function *HCM, Multiple Approvals for Leave Request in ESS and MSS* is available. With this business function, you can enable the **leave request** application to support leave requests that must be approved by multiple approvers.

This business function offers the following features:

- o The system supports single approval process when the switch for multiple approval process is on.
- o You can define the number of approval levels based on leave request attributes such as leave type or leave period.
- o You can define the default approvers for all levels or allow employees to input the approvers.
- o The approvers selected by an employee can be used for a new leave request.
- o Employees can add or remove approvers when creating or editing a leave request.
- o Employees can change the sequence of approvers when creating or editing a leave request.
- o The Leave Request overview displays the current approver and approval status.
- o The leave request must be approved by a list of approvers in sequence.

#### Note

To use this business function, you have to activate the *Human Capital Management (EA-HR) Enterprise Extension*.

#### Effects on Customizing

When you activate this business function, you must make the new Customizing settings for **BAId: Control Processing of Leave Request** under **Personnel Management -> Employee Self-Service (Web Dynpro ABAP) -> Service-Specific Settings -> Working Time -> Leave Request -> Business Add-Ins (BAIDs)**.

#### See also

For more information, see the Business Function description.



## PA-EIC Employee Interaction Center

### HCM, Integration with Shared Services Interaction Center 3

#### Use

As of SAP enhancement package 7 for SAP ERP 6.0 (EA\_HR 607) the business function HCM, Integration with Shared Services Interaction Center 3 is available. With this business function, the Shared Services Framework (SSF) allows you to control and remodel HR processes, according to Shared Service Organization (SSO) activities.

#### Service Configurator

The service configurator is an integration of the Decision-Based Checklist and HCM Processes and Forms which enables the SSO to control and remodel their processes involving multiple parties, both in and outside of SSO. The integration with SSO also provides the following benefits:

- o SLAs can be tracked for the complete process so that the SSO can report on these activities.
- o The system leverages already existing HCM P&F processes and remodels these processes according to the requirements of the SSO, including SSO-relevant activities in the process.

The service configurator also enables you to:

- o Integrate HCM processes in a service request
- o Control the SSO backend process by adding manual or automated steps to existing HCM processes. These steps can be added at any stage of the HCM process.

#### See also

For more information, see the SAP Library under *SAP Business Suite -> SAP Customer Relationship Management -> SAP Enhancement Package 3 for SAP CRM 7.0 -> Application Help -> Interaction Center -> Interaction Center WebClient -> Shared Services Framework -> Integration with SAP ERP -> Shared Services Framework for HR -> Service Configurator - Integration with HCM Processes and Forms.*

# PY Payroll

## PY-CH Switzerland

### Business Function HCM, Concurrent Employment for PY CH (New)

#### Use

As of SAP enhancement package 7 for SAP ERP 6.0 SP14 (EA-HRGXX 607), the business function **HCM\_LOC\_CI\_43: Business Function HCM, Concurrent Employment for Payroll Switzerland** is available.

You can use this business function to use the localization of the international concurrent employment framework (CE) for the Swiss Payroll. The localization of concurrent employment enables you to meet the legal and general business requirements for employees in Switzerland who hold multiple positions. This business function includes the following areas:

- o Employee recognition: When a person is hire, the system detects whether the person already has an **employment contract**.
- o Payroll: In the calculation of the SI contributions (in particular the net/gross calculation and net wage compensation, the system analyzes all the contracts of a person together. SI contributions and wages subject to contributions are distributed to a person's contracts in proportion to the respective income.
- o Reporting: In general, you can select person-specific reports according to the person ID. In the wage statement, wage account and remuneration statement, you can output the data per contract or per person.
- o Teacher remuneration: For customer developments for teaching staff payroll, you can use a new class. This class accesses adjustable data, for example, teaching and non-teaching periods.

**Note:** To use this Business Function, you have to activate the Enterprise Extension **Human Capital Management** (EA-HR).

#### Effects on Existing Data

The functions use the existing infotype data of Payroll Switzerland. To be able to use concurrent employment, the CE master data must be activated in your system. The system then uses the person ID instead of the personnel number to identify a person. For more information, see SAP Note 1308288.

In the area menu, the CE versions of the person-specific reports are called once the business function has been activated. \*\_CE is added to the report names. In the reports, you can also specify the person ID as a selection criterion.

**Note:** If you activate the business function, you may no longer perform retroactive accounting in periods for which payroll results were already generated before the activation. If payroll results already exist, you can only switch after the year-end closing.

#### Effects on Customizing

You have made the following general settings for concurrent employment in the Customizing for **Personnel Administration**:

- o **Personnel Administration -> Basic Settings -> Basic Settings for Concurrent Employment**  
In the **Concurrent Employment** Customizing activity, you use parameter `PAYCH`

to specify the data from which you want to use concurrent employment. From then on, the system uses the payroll driver for concurrent employment, even if the date is in the future. The date only serves as a reminder as of when certain checks (for example, number of contracts per person).

- o **Personnel Administration -> Adjust Workflows -> Settings for Concurrent Employment**

For more information on activating concurrent employment, see SAP note 662136.

To use the business function, you have to make the following settings in the Customizing for **Payroll Switzerland**:

- o **Concurrent Employment (CE)**
- o **Social Insurance -> One-Time Adjustments -> Advanced Settings -> Adjust SI Distribution Mechanisms for CE**
- o **Forms with HR Form Workplace -> Remuneration Statement (CE) Adjustments**
- o **Forms with HR Form Workplace -> Adjustment Form for Payroll Account (CE)**
- o **Forms with HR Form Workplace -> Adjustment Form for Payroll Journal (CE)**
- o **Tax -> Wage Statement 2005 -> Adjust Forms**
- o **Other Insurance -> Insurance Switzerland -> Contribution Rates -> Assign Higher-Level Groupings (CE)**
- o **Communication with Authorities (B2A) -> ELM Switzerland-> Standardized Wage Notification Procedure (ELM) -> Control Data Extraction (CE)**

If you want to use the new functions for teacher remuneration, you have to make the Customizing settings under **Payroll Switzerland -> Teacher Remuneration**.

#### See also

SAP Library for SAP ERP under **Business Functions (SAP Enhancement Package 7 for SAP ERP 6.0) -> Enterprise Business Functions -> Human Capital Management -> Country-Specific Business Functions -> HCM, Concurrent Employment for Payroll Switzerland**.

## PY-NPO Non Profit Organizations

### HCM\_LOC\_CI\_44: HCM, Localization NPO Topics - ESS (New)

#### Use

As of EA-HRGXX 607, the business function **HCM, Localization NPO Topics - ESS** (HCM\_LOC\_CI\_44) is available. With this business function you can meet Non Profit Organization specific requirements in the area of Human Capital Management (HCM).

The standard SAP solution for NPO is enhanced to meet the following requirements:

- o Payroll
  - WIGSI
  - Termination Indemnity
- o Employee Self Service (ESS):
  - Personal Information

- Rental Subsidy - This application enables the employee to maintain details relevant to the calculation of rental subsidy that he or she is eligible to receive through the ESS portal.
- Rental Subsidy/Rental Deduction Estimator - This application enables the employee to simulate the rental subsidy or deduction that he or she is eligible for, based on the details maintained through the ESS portal. Note that the details that the employee specifies on the application screen do not affect Master Data in any way.
- Salary Estimator - This application enables the employee to simulate salary details, based on the details maintained through the ESS portal. Note that the details that the employee specifies on the application screen do not affect Master Data in any way.
- Education Grant Application - This application enables the employee to apply for grants that an employee is eligible for, in relation to education of their dependent child (children) during a particular scholastic year. The employee can apply for the same through the ESS portal.
- o Manager Self Service (MSS):
  - Admin Desk

To use this business function, you have to activate the **Human Capital Management** (EA-HR) Enterprise Extension.

#### Effects on Customizing

You can customize the same under Customizing for:

- o **Employee Self-Service (Web Dynpro ABAP) -> Service-Specific Settings -> Settings for Country-Specific Services -> NPO**
- o Termination Indemnity
- o WIGSI

#### See also

SAP Library documentation on SAP Help Portal ([help.sap.com](http://help.sap.com)), under SAP Business Suite

## PY-XX Payroll: General Parts

### HCM\_LOC\_CI\_48: HCM, Advanced Claims Revamp (New)

#### Use

As of EA-HRRXX 607 SP10, Enterprise Extension **Human Capital Management** (EA-HRRXX), the business function **HCM, Advanced Claims revamp** is available. With this business function, the SAP **Employee Self-Service** based **Advanced Claims revamp** is based completely on Web Dynpro ABAP technology and offers the following benefits:

- o New interfaces and features for managing employee benefits (Benefits) including the following:
  - Claim request
  - Advance request
  - Claim against Advance
  - Application

- Claim against Application
- Encashment
- Application Cancellation
- Advance Repayment
- o Enhanced interfaces and new features for managing employee claims details and approver screens
- o Enables employees to display and edit existing claims and advance requests. Approvers can use this application to change, reject, or approve requests.
- o Multi column screens which can align to the left, right or the center of the screen.
- o New features for applications that can be utilized by other countries and a customizable UI

For more information on these new roles, see the release note and description of the business function **HCM, Roles for SAP NetWeaver Business Client** (HCM\_NWBC\_ROLES).

For more information about the features of SAP NetWeaver Business Client, see SAP Library for SAP NetWeaver on SAP Help Portal at <http://help.sap.com/netweaver> -> **SAP NetWeaver by Key Capability -> Application Platform by Key Capability -> ABAP Technology -> UI Technology -> SAP NetWeaver Business Client.**

#### Effects on Customizing

When you activate the business function HCM\_LOC\_CI\_48, you must maintain the new Customizing for **Advanced Claims revamp on Web Dynpro ABAP**. The new Customizing is located in the SAP Customizing Implementation Guide under **Payroll -> Payroll International -> Reuse Tools -> Advance Claims.**

#### See also

SAP Library for SAP ERP on SAP Help Portal at <http://help.sap.com/erp>. In SAP Library, choose **SAP ERP Enhancement Packages -> ERP Central Component Enhancement Package 7-> Business Functions -> Business Functions in SAP ERP -> Enterprise Business Functions -> Human Capital Management.**