

NetWeaver Business Client Roles in HCM

ERP HCM Solution Management

1. Netweaver Business Client (NWBC)

- Overview about NWBC
- Documentation and Download

2. HCM NWBC Roles in EHP5

- Role Content in NWBC and Portal
- NWBC and Portal: Technical Deployment Options
- List of Roles
- Details per Role (Names, Switches, ...)

3. Implement HCM NWBC Roles

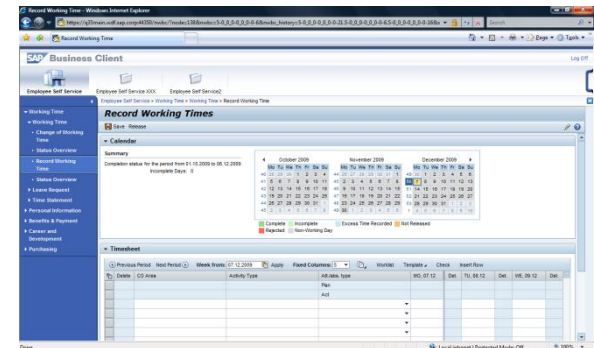
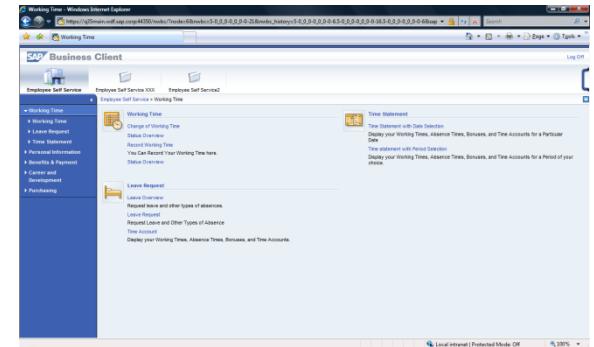
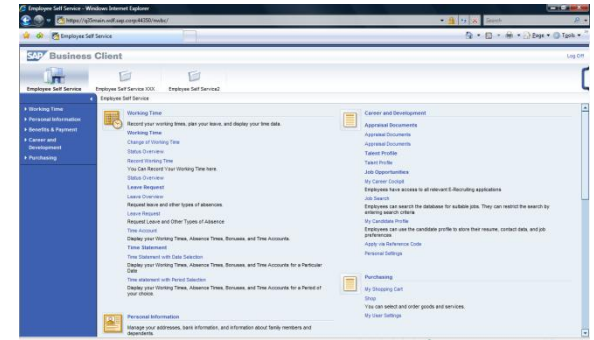
- Role Architecture and Repositories
- Implementation of HCM Roles from EHP5 on

The Netweaver Business Client



What is the SAP NetWeaver Business Client?

- SAP's next generation desktop client (RICA or Rich Internet Client Application) using the latest smart client technology
- Consumes services and directly connects to the backend system
- Infrastructure for role based access to SAP systems and consistent navigation capabilities
- Can host existing SAP UIs in the “canvas” area (including SAP GUI and WebDynpro) as well as any other web based content



The Canvas of NetWeaver Business Client



The screenshot shows the SAP Business Client interface. At the top left, there are icons for 'HR Administrator' and 'Manager Self-Service'. The main navigation menu on the left includes 'Home', 'Process Overview', 'Employee-Related Services', 'Organizational-Related Services', 'Employee Information', and 'Reports'. The main content area is titled 'Worklists' and contains a table of workflow tasks. A yellow box labeled 'Canvas' is overlaid on the top part of the worklist area. Four yellow callout boxes provide additional information:

- Unified environment allowing for different types of application technologies and efficient switching between transactions and applications
- Embedded rendering engines for Web Dynpro for ABAP and Java, HTML, and SAP GUI
- Ability to display any Web content: e.g. BI Reports
- Canvas area for applications

| View: | [Standard View] | Not Responsible | Complete | Resubmit | End Resubmit |
|--------------------------|--|---------------------|----------|----------|--------------|
| Subject | | | | | |
| <input type="checkbox"/> | Draft: Kermit der Frosch: Birth of a Child (DE) - Data for Child | | | | |
| <input type="checkbox"/> | Carsten Gore: Request from E-Recruiting for New Hire - Process Selection | | | | |
| <input type="checkbox"/> | EREC ACC: Request from E-Recruiting for New Hire - Process Selection | | | | |
| <input type="checkbox"/> | Charles Candidate: Antrag aus dem E-Recruiting auf Neueinstellung - Form 1 (Basic Data, Pa | | | | |
| <input type="checkbox"/> | Volker Wehram: Birth of a Child (DE) - Data for Child | | | | |
| <input type="checkbox"/> | Volker Wehram: Birth of a child - Germany Standard - Data for Child | 22.01.2010 17:15:49 | Normal | | New |
| <input type="checkbox"/> | Carsten Gore: Request from E-Recruiting for New Hire - Form 1 (Basic Data) | | | | |
| <input type="checkbox"/> | Jutta Mueller: Request from E-Recruiting for New Hire - Form 1 (Basic Data) | | | | |
| <input type="checkbox"/> | Forwarded Because of Errors: Dr.Rer.Pol. Hugos Baron Hallhuber: Special Payment -1 (XX) | | | | |
| <input type="checkbox"/> | Forwarded Because of Errors: Dr.Rer.Pol. Hugos Baron Hallhuber: Special Payment -1 (XX) - Change Request | 19.01.2010 09:06:07 | Normal | | New |

The Shell of NetWeaver Business Client



SAP Business Client Log Off

HR Administrator | Manager Self-Service

HR Administrator Home

Worklists

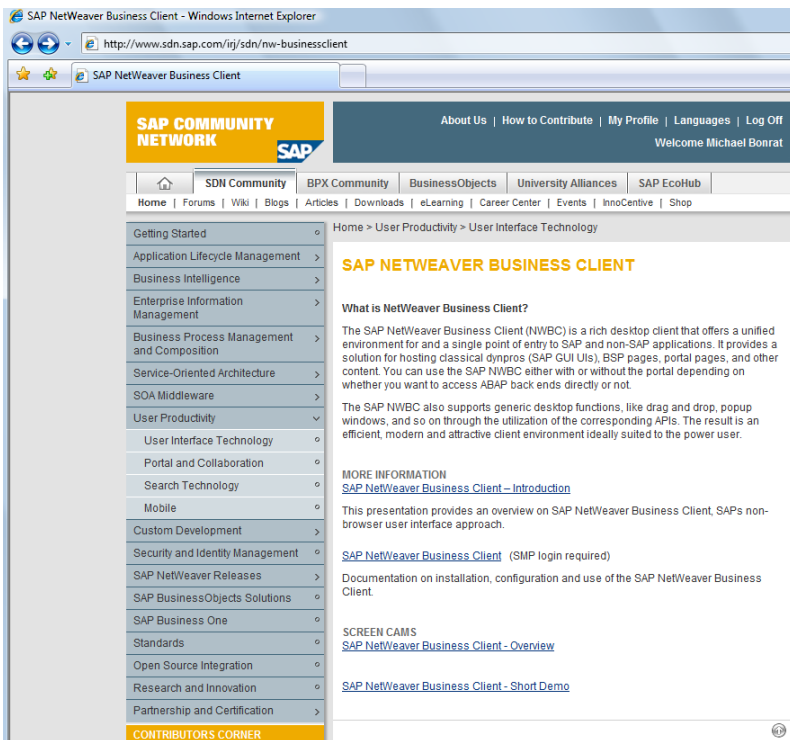
New Worklist

Workflow Task for HR Administrator Inbox (1034)

View: [Standard View] | Not Responsible | Complete | Resubmit | End Resubmission | Forward | Assign To Me | Cancel Assignment | Substitution | Refresh | Print Version | Export | Filter Settings

| Subject | Sent On | Priority | Due Date | Status | Forwarded By |
|--|---------------------|----------|----------|-------------|--------------|
| Draft: Kermit der Frosch: Birth of a Child (DE) - Data for Child | 01.03.2010 11:25:50 | Normal | | New | |
| Carsten Gore: Request from E-Recruiting for New Hire - Process Selection | 29.01.2010 08:36:40 | Normal | | New | |
| EREC ACC: Request from E-Recruiting for New Hire - Process Selection | 29.01.2010 08:35:28 | Normal | | New | |
| Charles Candidate: Antrag aus dem E-Recruiting auf Neueinstellung - Form 1 (Basic Data, Payment) | 27.01.2010 09:04:39 | Normal | | New | |
| Volker Wehram: Birth of a Child (DE) - Data for Child | 22.01.2010 17:15:50 | Normal | | New | |
| Volker Wehram: Birth of a child - Germany Standard - Data for Child | 22.01.2010 17:15:49 | Normal | | New | |
| Carsten Gore: Request from E-Recruiting for New Hire - Form 1 (Basic Data) | 22.01.2010 13:18:15 | Normal | | New | |
| Jutta Mueller: Request from E-Recruiting for New Hire - Form 1 (Basic Data) | 22.01.2010 13:03:11 | Normal | | In Progress | |
| Forwarded Because of Errors: Dr.Rer.Pol. Hugos Baron Hallhuber: Special Payment -1 (XX) - Change Request | 19.01.2010 09:24:14 | Normal | | New | |
| Forwarded Because of Errors: Dr.Rer.Pol. Hugos Baron Hallhuber: Special Payment -1 (XX) - Change Request | 19.01.2010 09:06:07 | Normal | | New | |

Status of 05.03.2010 00:44:29 AUSQLD Refresh List



NWBC Further Information and Download

- **Online Help:**
[NWBC Help](#)
- **For more information:**
Specific SDN Area (all content NWBC Content from SMP moved here, so no need to look on SMP):
<http://www.sdn.sap.com/irj/sdn/nw-businessclient>
- **Online Documentation:**
- http://help.sap.com/saphelp_nw70ehp2/helpdata/en/31/8dd113b8ba4832aeaafb4b756e1eed/frameset.htm
- **Download NWBC:**
 1. <http://www.service.sap.com/support>
 2. Open the Downloads Tab
 3. Click on *SAP Installations and Upgrades*
 4. Click on *SAP Installations and Upgrades - Entry by Application Group*
 5. And then follow this path: *SAP Frontend Components -> NETWEAVER BUSINESS CLIENT -> NWBC NW BUSINESS CLIENT 3.0 -> Win32*

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- Role Content in NWBC and Portal
- NWBC and Portal: Technical Deployment Options
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3. Implement HCM NWBC Roles

- Role Architecture and Repositories
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HCM Roles from EHP5 on (example Employee Role)



ESS in NWBC

ESS in SAP-Portal

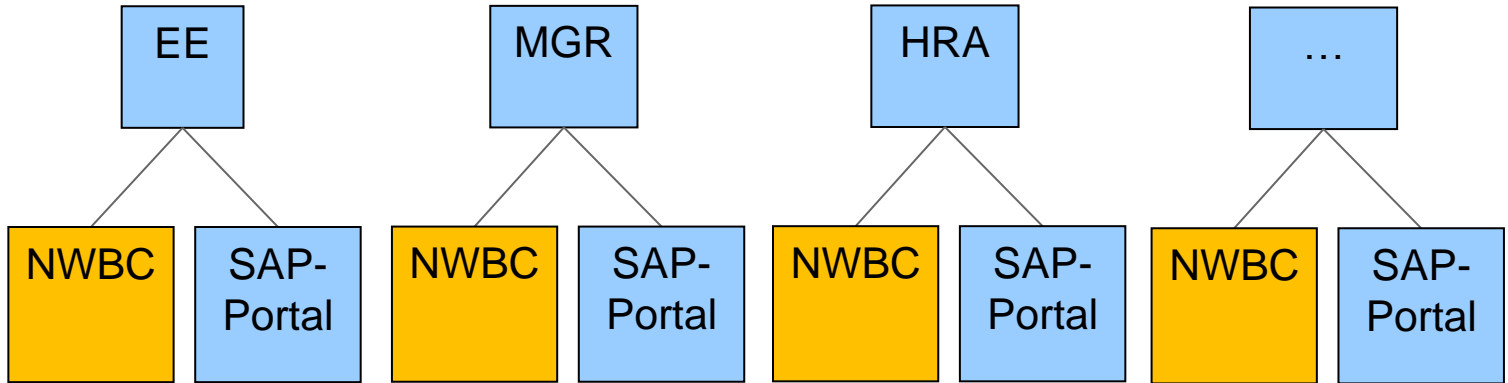
From EHP5 on HCM offers two options in what client the Roles can be used:

- Netweaver Business Client
- SAP Enterprise Portal

Overview about Role Architectures/Deployment Options from EHP5 on

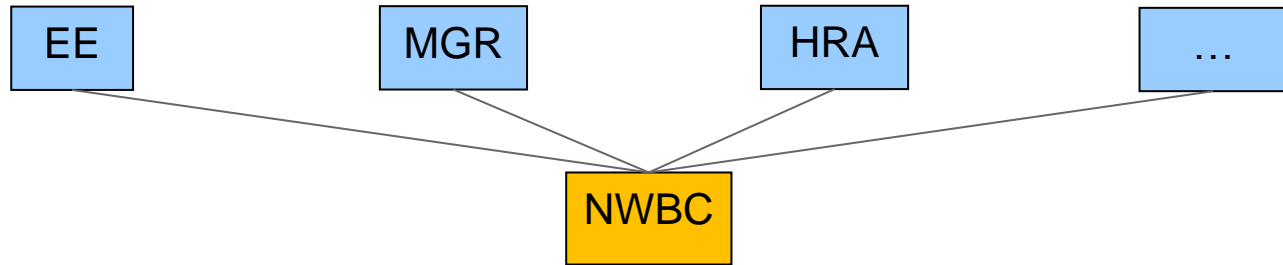


User/Role:



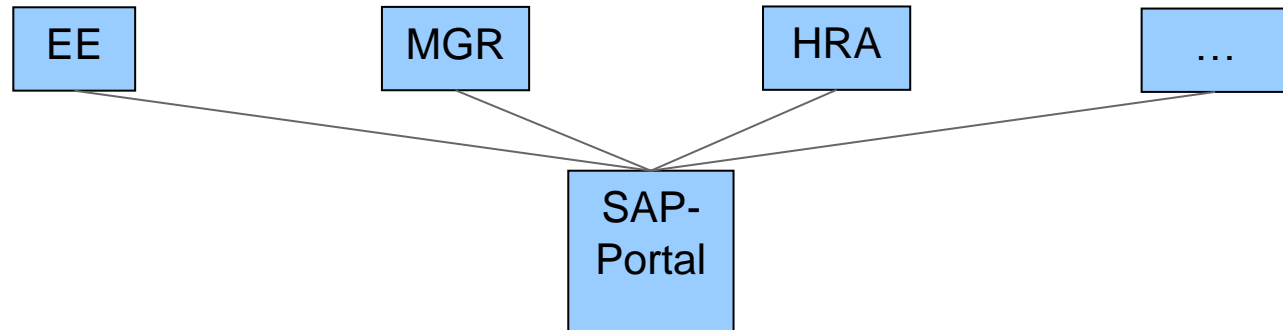
Deployment

Option 1:
(NWBC)



Deployment

Option 2:
(SAP-Portal)



HCM Role Content in NWBC and in Portal Role (Example Employee Role/ESS)



ESS Content in NWBC

Employee

- Working Time
 - Working Time
 - Leave Request
 - Time Statement
- Personal Information
- Benefits and Payment
- ...

ESS Content in SAP-Portal

Employee

- Working Time
 - Working Time
 - Leave Request
 - Time Statement
- Personal Information
- Benefits and Payment
- ...

- Both Roles (NWBC and Portal) contain exactly the same content, only the client the content is running in is different)
- All Role content is based on WD-ABAP

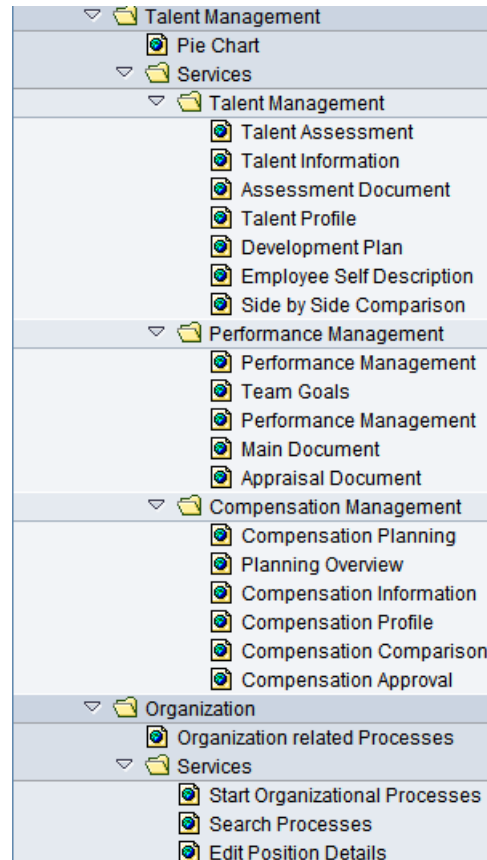
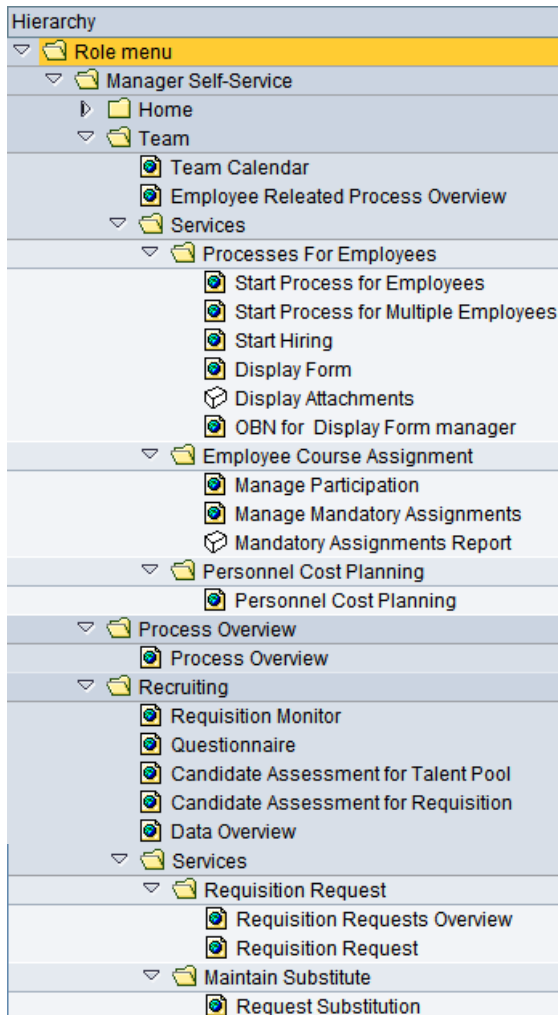
With Enhancement Package 5 (EhP5) new roles are delivered which run in the NetWeaver Business Client (NWBC). To run the delivered content of these roles the SAP Enterprise Portal infrastructure is not mandatory anymore.

The following NWBC-Roles are available with EhP5:

- Manager Self-Service (MSS)
- Employee Self-Service (ESS)
- Recruiter
- Recruiting Administrator
- HR Administrator
- Talent Management Specialist
- Training Administrator
- Instructor and Tutor

Note: The new NWBC-Roles for HCM do **not** include applications which are based on Web Dympro Java.

Manager Role: Overview



Overview:

New Content

- Team Calendar (WDA)
- Leave Approval (WDA)
- Working Time Approval (WDA)
- Start Hiring
- Personnel Cost Planning (WDA)
- Compensation Planning & Approval (WDA)
- Compensation Profile & Comparison(WDA)
- Maintain Position Details (WDA)

Note: Compared to the Portal Role the NWBC role for MSS

- does not contain any Web Dynpro Java Services
- Includes the new Suite Inbox (WDA)

Manager Self-Service: Technical Objects



NWBC-Specific Objects:

Composite Role ID: SAP_MANAGER_MSS_NWBC

Single Roles:

SAP_MANAGER_MSS_SR_NWBC → Menu structure for the E-Recruitment Application

SAP_MANAGER_MSS_OTH_NWBC → Menu structure for the all applications except E-Recruitment

Further Information: *SAP Business Suite -> SAP ERP -> SAP ERP Cross-Application Functions -> Roles -> Roles in SAP NetWeaver Business Client for HTML*

SAP-Portal Specific Objects:

Business Package: BP ERP05 MSS 1.51

Role-ID:

pcd:portal_content/com.sap.pct/line_manager/com.sap.pct.erp.mss.bp_folder/com.sap.pct.erp.mss.15.bp_folder/com.sap.pct.erp.mss.roles/com.sap.pct.erp.mss.manager_self_service

Further Information: *help.sap.com -> SAP Business Suite -> SAP ERP -> EhP5 -> SAP ERP Cross-Application Functions -> roles -> Business Package Content*

Cross Frontend Objects:

Relevant Business Function (s) : HCM_NWBC_ROLES and the corresponding BF of used business process (see also BF Documentation).

Relevant Authorization Role (s):

| | |
|---------------------------|--|
| SAP_ASR_MANAGER | Authorization Role for HR Administrative Services |
| SAP_HR_LSO_HR-MANAGER | Authorization Role for SAP Learning Solution HR Manager Training |
| SAP_HR_LSO_MANAGER | Authorization Role for SAP Learning Solution Manager |
| SAP_RCF_MANAGER | Authorization Role for E-Recruiting Applications |
| SAP_TIME_MGR_XX_ESS_WDA_1 | Authorization Role for Time Approval Role for ESS |
| SAP_TMC_MANAGER | Authorization Role for TMC |

Relevant OBN Entries in Launch Pad: Depending on used applications

Compensation: HRECM_NAV
E-REC ERC
Talent HRTMS_NAV
ESS MSS (Instance NAV)
HCM Processes and Forms: HRADM_NAV

Further Information: see Business Function documentation

Employee Role: Overview



- Employee Self Service
 - My Processes
 - Status Overview
 - Working Time
 - Time Recording
 - Record Working Time (CATS)
 - Leave Request
 - Create Leave Request
 - Leave Overview
 - View Time Account Balances
 - Employment Percentage
 - Request a Change in Employme
 - Time Statement
 - Time Statement with Date Select
 - Time Statement with Period Sele
 - Benefits & Payment
 - Payment
 - Year-End Adjustment Withholding
 - Life Insurance and Spouse Tax E
 - Employee's Income Tax and Farn
 - Sports Club Fees
 - Partial Retirement Simulation
 - Pension Entitlements
 - Salary Calculator
 - Salary Statement
 - Total Compensation Statement
 - Request Car Loan
 - Tax Form Reprint
 - Form 16
 - Employment Verification
 - W-4 Tax Withholding
 - W-2/W-2C Reprint

- Personal Information
 - Personal Profile
 - Birth of a Child
 - Change Permanent Residence
 - Request Termination
 - Maternity Leave
 - Birth of a Child
 - Request Termination
 - Personnel File
 - EIC Authentication
- Career and Development
 - Appraisal Documents
 - Appraisal Documents
 - Appraisal Documents
 - Appraisal Document
 - Appraisal Document
 - Talent Profile
 - Talent Profile
 - Job Opportunities
 - My Career Cockpit
 - Job Search
 - My Candidate Profile
 - Apply via Reference Code
 - Personal Settings
- Purchasing
- Work Events
 - E-Separation Approvals
 - E-Separation Counselling
 - E-Separation Request
 - E-Separation Tasks
- OBN Display Form

Overview:

The content of the ESS Role is almost the same as of the previous version of the Portal Role. (as WD-ABAP applications)

Additionally in the area of **Time Management** the applications for *Leave* and *CATS* have also be enhanced from a functional point of view.

NWBC-Specific Objects:

Composite Role ID: SAP_EMPLOYEE_ESS_WDA_1

Single Roles:

SAP_ASR_EMPLOYEE_SR_HCM_CI_3

SAP_EMPLOYEE_CA_ESS_WDA_1

SAP_EMPLOYEE_DE_ESS_WDA_1

SAP_EMPLOYEE_IN_ESS_WDA_1

SAP_EMPLOYEE_JP_ESS_WDA_1

SAP_EMPLOYEE_OTH_ESS_WDA_1

SAP_EMPLOYEE_US_ESS_WDA_1

SAP_EMPLOYEE_XX_ESS_WDA_1

SAP_PM_EMPLOYEE_HCM_CI_1

SAP_TMC_EMPLOYEE

Further Information: *SAP Business Suite -> SAP ERP -> SAP ERP Cross-Application Functions -> Roles -> Roles in SAP NetWeaver Business Client for HTML*

SAP-Portal Specific Objects:

Business Package: BPERPESSWDA1.50.

Role-ID:

pcd:portal_content/com.sap.pct/every_user/com.sap.pct.erp.ess.wda.bp_folder/com.sap.pct.erp.ess.wda.roles/

Further Information: *help.sap.com -> SAP Business Suite -> SAP ERP -> EhP5 -> SAP ERP Cross-Application Functions -> roles -> Business Package Content*

Cross Frontend Objects:

Relevant Business Function (s) : **HCM_ESS_WDA_1 (!)** and the corresponding BF of used business process (see also BF Documentation).

Relevant Authorization Role (s): same as above left listed Single Roles

Relevant OBN Entries in Launch Pad: Depending on used applications

E-REC

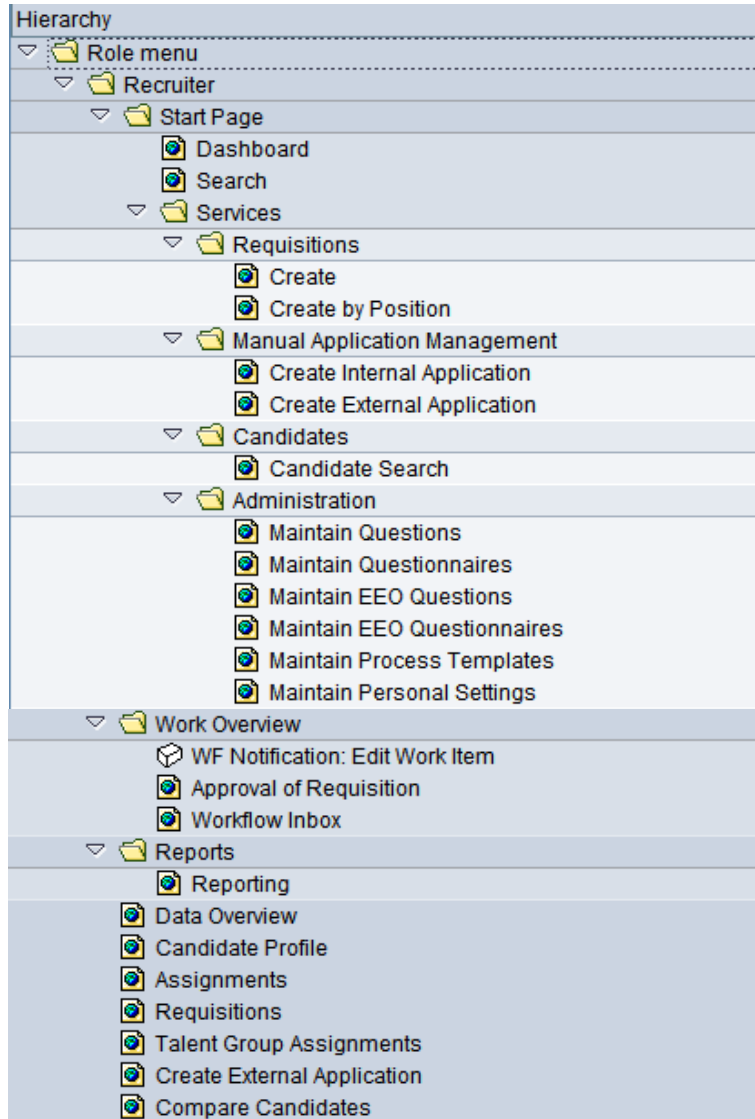
ERC

Talent

HRTMS_NAV

HCM Processes and Forms: HRADM_NAV

Further Information: see Business Function documentation



Content:

- Almost same as portal role

NWBC-Specific Objects:

Composite Role ID:

SAP_RCF_RECRUITER_ERC_CI_4

Single Roles:

SAP_RCF_RECRUITER_SR_ERC_CI_4

Further Information: *SAP Business Suite -> SAP ERP -> SAP ERP Cross-Application Functions -> Roles -> Roles in SAP NetWeaver Business Client for HTML*

SAP-Portal Specific Objects:

Business Package: BP ERP RECRUITER
1.51

Role-ID:

pcd:portal_content/com.sap.pct/specialist/com.sap.pct.erp.recruit
er.bp_folder/com.sap.pct.erp.recruiter.15.bp_folder/com.sap.pct.e
rp.recruiter.15.roles/com.sap.pct.erp.recruiter.15.recruiter

Further Information: *help.sap.com -> SAP Business Suite -> SAP ERP -> EhP5 -> SAP ERP Cross-Application Functions -> roles -> Business Package Content*

Cross Frontend Objects:

Relevant Business Function (s) : HCM_NWBC_ROLES, HCM_ERC_CI_4

Relevant Authorization Role: SAP_RCF_RECRUITER_ERC_CI_2 (re-used)

Relevant OBN Entries in Launchpad: ERC

Further Information: see Business Function documentation

| Hierarchy | |
|-----------|---------------------------------|
| ▼ | Role menu |
| ▼ | Recruiting Administrator |
| ▼ | Home |
| | Requisitions To Be Deleted |
| ▼ | Services |
| ▼ | User Administration |
| | Maintain Internal Users |
| | Delete Registrations |
| | Delete External Candidates |
| | Delete Unverified Candidates |
| | Maintain Support Groups |
| | Adjust Support Teams |
| ▼ | Central System Administration |
| | Requisition Administration |
| | Maintain Agencies |
| | Maintain Companies and Branches |
| ▼ | Transaction Data Management |
| | Maintain Application Groups |
| | Maintain Talent Groups |
| | Access Audit Trail |
| ▼ | Personal Settings |
| | Personal Settings |
| | Data Overview |
| | Candidate Profile |

Content:

- Almost same as portal role

NWBC-Specific Objects:

Composite Role ID: :

SAP_RCF_REC_ADMIN_ERC_CI_4

Single Roles:

SAP_RCF_REC_ADMIN_SR_ERC_CI_4

Further Information: *SAP Business Suite -> SAP ERP -> SAP ERP Cross-Application Functions -> Roles -> Roles in SAP NetWeaver Business Client for HTML*

SAP-Portal Specific Objects:

Business Package: BP ERP RECRUITING ADMIN 1.51

Role-ID:

pcd:portal_content/com.sap.pct/specialist/com.sap.pct.erp.erecadmin.bp_folder/com.sap.pct.erp.erecadmin.15.bp_folder/com.sap.pct.erp.erecadmin.15.roles/com.sap.pct.erp.erecadmin.15.administration

Further Information: *help.sap.com -> SAP Business Suite -> SAP ERP -> EhP5 -> SAP ERP Cross-Application Functions -> roles -> Business Package Content*

Cross Frontend Objects:

Relevant Business Function (s) : HCM_NWBC_ROLES, HCM_ERC_CI_4

Relevant Authorization Role: SAP_RCF_REC_ADMIN_ERC_CI_2 (re-used)

Relevant OBN Entries in Launchpad: ERC

Further Information: see Business Function documentation

| Hierarchy |
|--------------------------------------|
| Role menu |
| HR Administrator |
| Home |
| Home |
| WF Notification: Edit Work Item |
| Process Overview |
| Employee-Related Services |
| Open Employee Processes |
| Services |
| Start Process for Employee |
| Start Process for Multiple Employees |
| Search Employee Processes |
| Process Employee Data |
| Execute Hiring |
| Organizational-Related Services |
| Open Organizational Process |
| Services |
| Start Organizational Process |
| Search Organizational Process |
| Employee Information |
| Employee Data |
| Services |
| Display Processes |
| Start Processes |
| Display Employee Reports |
| Keyword Search |
| Process Personnel File |
| Process Employee Data |
| Reports |
| Report |
| Inbox Execute Process |
| Inbox Select Processes |
| OBN Display Attachments |
| OBN Display Form |
| OBN Display Form Manager |
| OBN Start of Transaction PASR |

Content:

- Almost same as portal role

NWBC-Specific Objects:

Composite Role ID:

SAP_ASR_HRADMIN_HCM_CI_3

Single Roles:

SAP_ASR_HRADMIN_SR_HCM_CI_3

Further Information: *SAP Business Suite -> SAP ERP -> SAP ERP Cross-Application Functions -> Roles -> Roles in SAP NetWeaver Business Client for HTML*

SAP-Portal Specific Objects:

Business Package: BP ERP05 HR ADMINISTRATOR 1.51

Role-ID:

pcd:portal_content/com.sap.pct/specialist/com.sap.pct.erp.hradmi
n.bp_folder/com.sap.pct.erp.hradmin.15.bp_folder/com.sap.pct.er
p.hradmin.15.roles/com.sap.pct.erp.hradmin.11.HRAdministrator

Further Information: *help.sap.com -> SAP Business Suite -> SAP ERP -> EhP5 -> SAP ERP Cross-Application Functions -> roles -> Business Package Content*

Cross Frontend Objects:

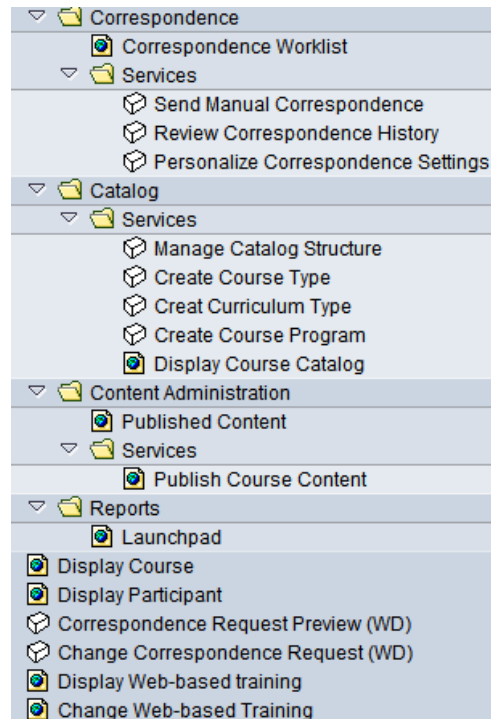
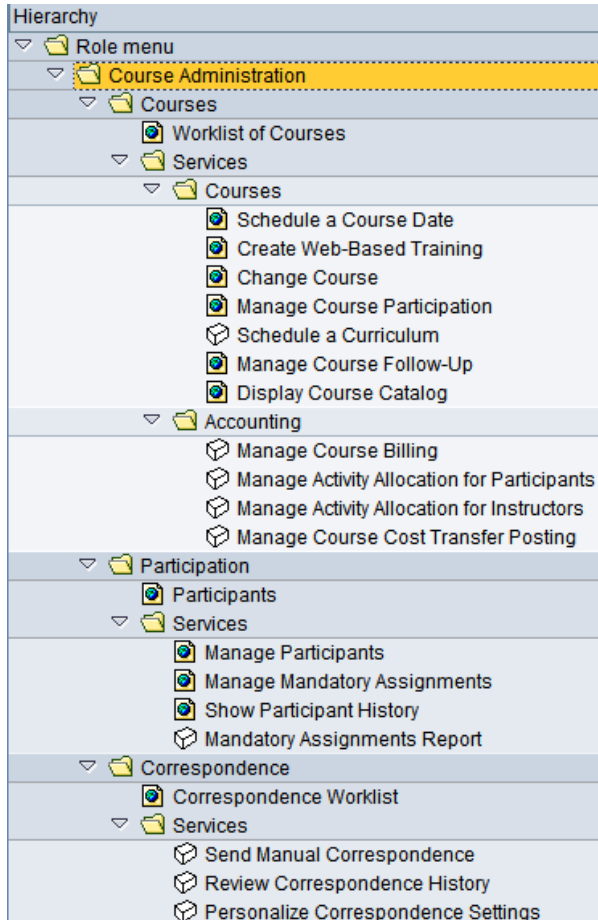
Relevant Business Function (s) : HCM_NWBC_ROLES, HCM_ASR_CI_3

Relevant Authorization Role: SAP_ASR_HRADMIN_SR_HCM_CI_3 (re-used)

Relevant OBN Entries in Launchpad: HRADM_NAV

Further Information: see Business Function documentation

Course/Training Administrator: Overview



Overview:

Content

- New BI-content

Note:

- The portal roles of LSO uses collaboration room, which is portal based application. This cannot be used if the portal is not available.

NWBC-Specific Objects:

Composite Role ID:

SAP_COURSEADMIN_LSO_CI_2

Single Roles:

SAP_COURSEADMIN_SR_LSO_CI_2

SAP_HR_LSO_TRAININGADMIN

Further Information: *SAP Business Suite -> SAP ERP -> SAP ERP Cross-Application Functions -> Roles -> Roles in SAP NetWeaver Business Client for HTML*

SAP-Portal Specific Objects:

Business Package:

BP ERP TRAINING ADMIN 1.51

Role-ID:

pcd:portal_content/com.sap.pct/specialist/com.sap.pct.erp.tradmin.bp_folder/com.sap.pct.erp.tradmin.15.bp_folder/com.sap.pct.erp.tradmin.15.roles/com.sap.pct.erp.tradmin.15.training_administrator

Further Information: *help.sap.com -> SAP Business Suite -> SAP ERP -> EhP5 -> SAP ERP Cross-Application Functions -> roles -> Business Package Content*

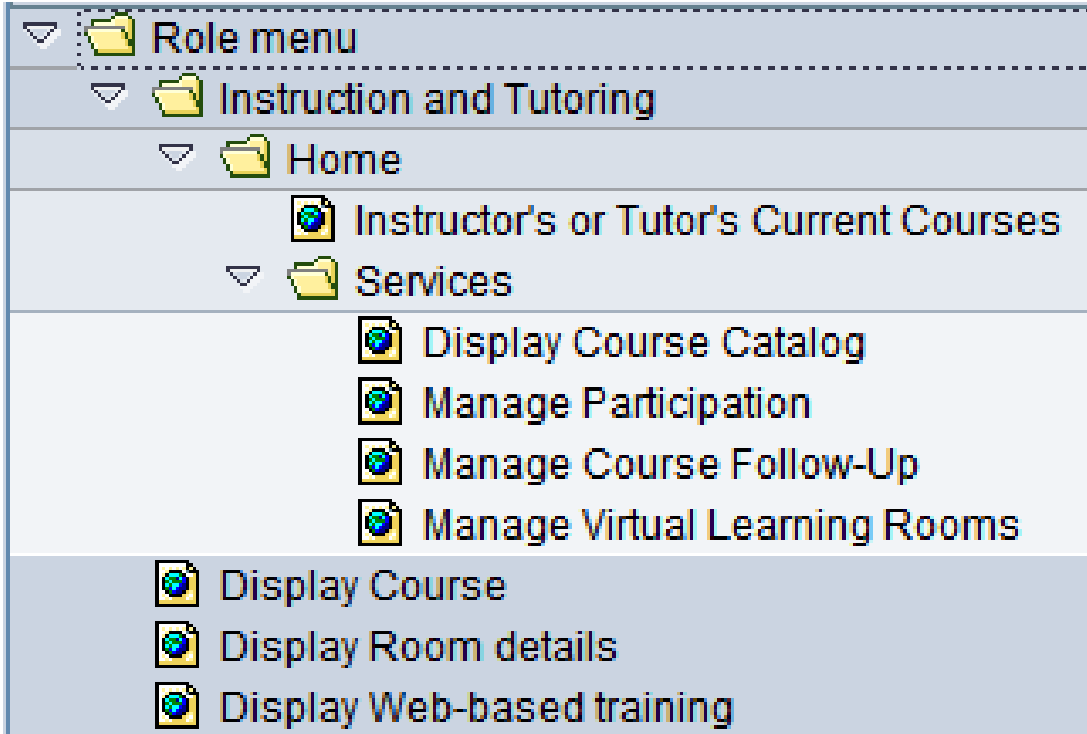
Cross Frontend Objects:

Relevant Business Function (s) : HCM_NWBC_ROLES , HCM_LSO_CI_3

Relevant Authorization Role (s): SAP_HR_LSO_TRAININGADMIN (re-used)

Relevant OBN Entries in Launchpad: HRCA_NAV

Further Information: see Business Function documentation



Note:

- The portal roles of LSO uses collaboration room, which is portal based application. This cannot be used if the portal is not available.

NWBC-Specific Objects:

Composite Role ID:

SAP_INST_TUT_LSO_CI_1

Single Roles:

SAP_INST_TUT_LSO_SR_CI_1

SAP_HR_LSO_INSTRUCTOR

Further Information: *SAP Business Suite -> SAP ERP -> SAP ERP Cross-Application Functions -> Roles -> Roles in SAP NetWeaver Business Client for HTML*

SAP-Portal Specific Objects:

Business Package:

BP ERP INSTRUCTOR & TUTOR 1.41

Role-ID:

pcd:portal_content/com.sap.pct/specialist/com.sap.pct.erp.instructor.bp_folder/com.sap.pct.erp.instructor.14.bp_folder/com.sap.pct.erp.instructor.14.roles/com.sap.pct.erp.instructor.14.instructor

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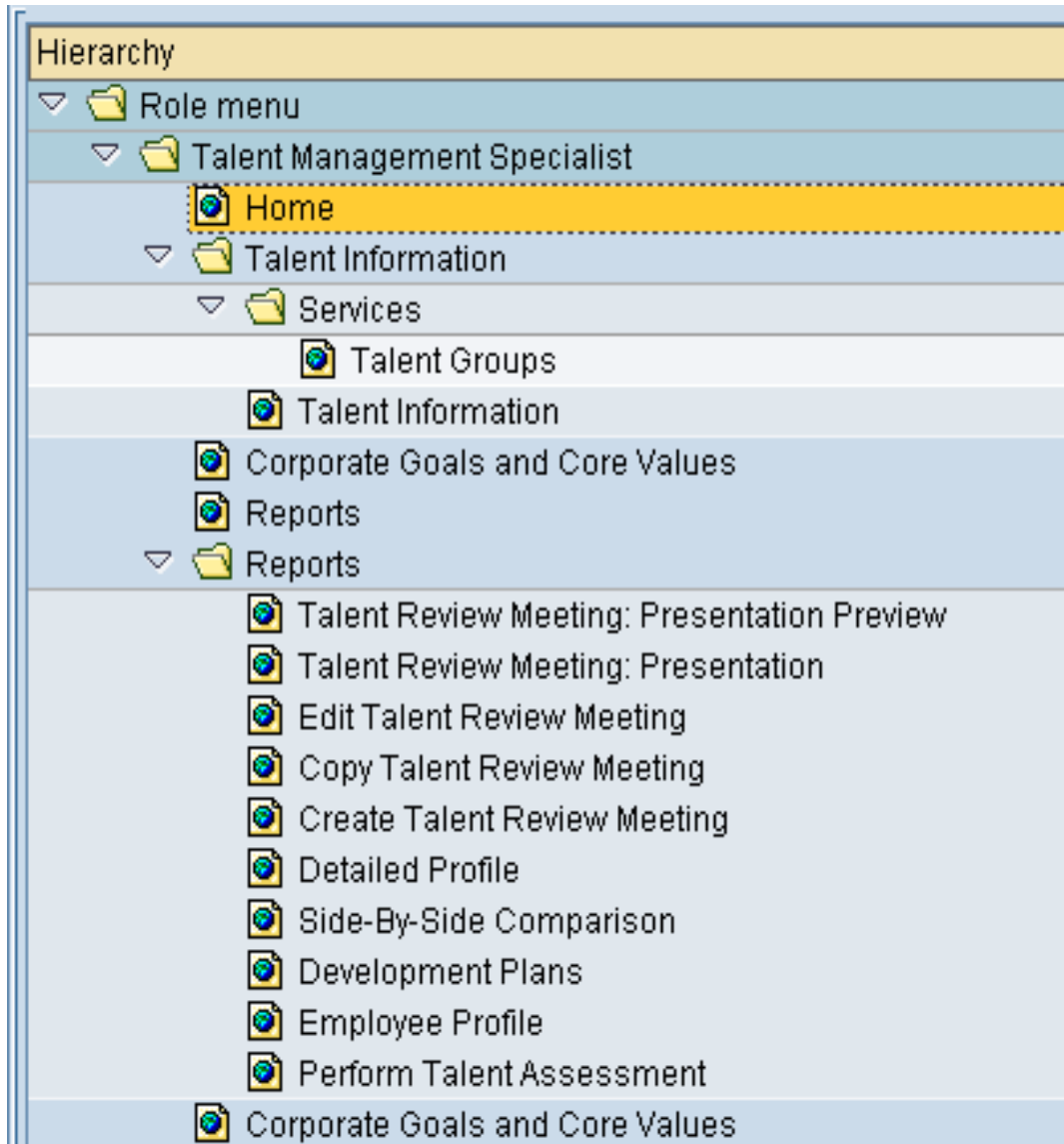
Cross Frontend Objects:

Relevant Business Function (s) : HCM_NWBC_ROLES , HCM_LSO_CI_3

Relevant Authorization Role (s): SAP_INST_TUT_LSO_SR_CI_1 (new)

Relevant OBN Entries in Launchpad: HRCA_NAV

Further Information: see Business Function documentation



Overview:

Content:

- Almost similar content as portal role
- New BI-content

Talent Management Specialist : Technical Objects



NWBC-Specific Objects:

Composite Role ID:

SAP_TAL_MGMT_SPEC_TMC_CI_2

Single Roles:

SAP_TAL_MGMT_SPEC_SR_TMC_CI_2

Further Information: *SAP Business Suite -> SAP ERP -> SAP ERP Cross-Application Functions -> Roles -> Roles in SAP NetWeaver Business Client for HTML*

SAP-Portal Specific Objects:

Business Package: BP ERP TMS 1.51

Role-ID:

pcd:portal_content/com.sap.pct/specialist/com.sap.pct.erp.tms.bp_folder/com.sap.pct.erp.tms.15.bp_folder/com.sap.pct.erp.tms.15.roles/com.sap.pct.erp.tms.15.tms

Further Information: *help.sap.com -> SAP Business Suite -> SAP ERP -> EhP5 -> SAP ERP Cross-Application Functions -> roles -> Business Package Content*

Cross Frontend Objects:

Relevant Business Function (s) : HCM_NWBC_ROLES , HCM_TMC_CI_2

Relevant Authorization Role: SAP_TMC_TALENT_MANA_SPECIALIST (re-used)

Relevant OBN Entries in Launchpad: HRTMS_NAV

Further Information: see Business Function documentation

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- Implementation of HCM Roles from EHP5 on

Overview about Role Architectures and Repositories for HCM Roles from EHP5 on

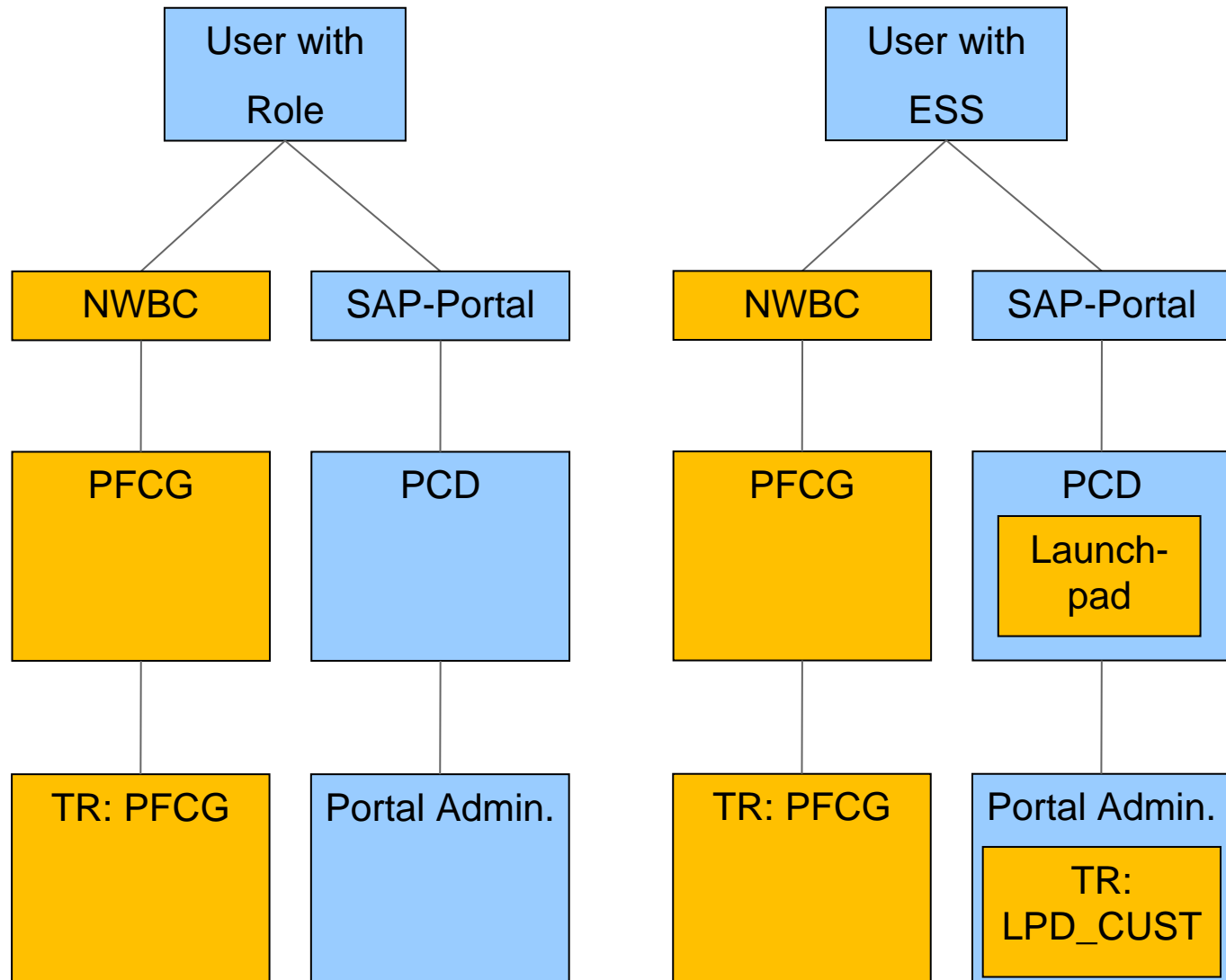


User with assigned Role:

Front-end:

Role-Repository and Deployment:

Maintenance:



Implement HCM Roles from EHP5 on: 2 Main Procedures for Role Maintenance



Based on the different architecture of the NWBC and the SAP Portal Roles From EHP5 on 2 main procedures to implement and adapt roles exist, thus also different maintenance tools and environments are relevant.

Netweaver Business Client

Prerequisites:

- _NWBC installed

Procedure:

1. Switch on Role Specific Switches
2. **PFCG: Adapt Role (Menu Structure, Menu Content,...)**
3. PFCG: Assign Authorization Profiles
4. Assign Users
5. ..

SAP-Portal (for all Roles except ESS, see following Slide)

Prerequisites:

- Portal installed

Procedure:

1. Switch on Role Specific BFs
2. **Portal-Administration: Adapt Role (Menu Structure, Content, ...)**
3. PFCG: Assign Authorization Profiles
4. Assign Users
5. ..

Implement HCM Roles from EHP5 on: 2 Main Procedures for ESS



As in the ESS Portal Role consist only of one I-View, which contains a Menu coming from the Launchpad Customizing, here the Procedure/Maintenance tools is different compared to the other roles:

- Deploy Role: Portal Administration
- Adapt Role: Launchpad Customizing

**Netweaver Business Client:
As for other Roles**

SAP-Portal (for all Roles except ESS, see following Slide)

Prerequisites: Portal installed

Procedure:

1. Switch on Role Specific BFs
2. **Deploy Roles: Portal-Administration**
3. **Adapt Role: LPD_CUST**
4. PFCG: Assign Authorization Profiles
5. Assign Users
6. ..

You got:

- **An Overview about the Netweaver Business Client**
- **An Overview about the new HCM Role Deployment Options**
- **An Overview and Details about the new HCM NWBC Roles**
- **An Overview what are the most important changes in Role Customizing**