



# New Hire Scenario E-Recruiting and HCM Processes and Forms

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**As of mySAP ERP2005 it is possible to perform the hiring of an external candidate from E-Recruiting to HCM Processes and Forms**

**There one scenario supported for the time being is New Hire**

**The scenario is released only for US and Germany (Molga 01 and 10)**

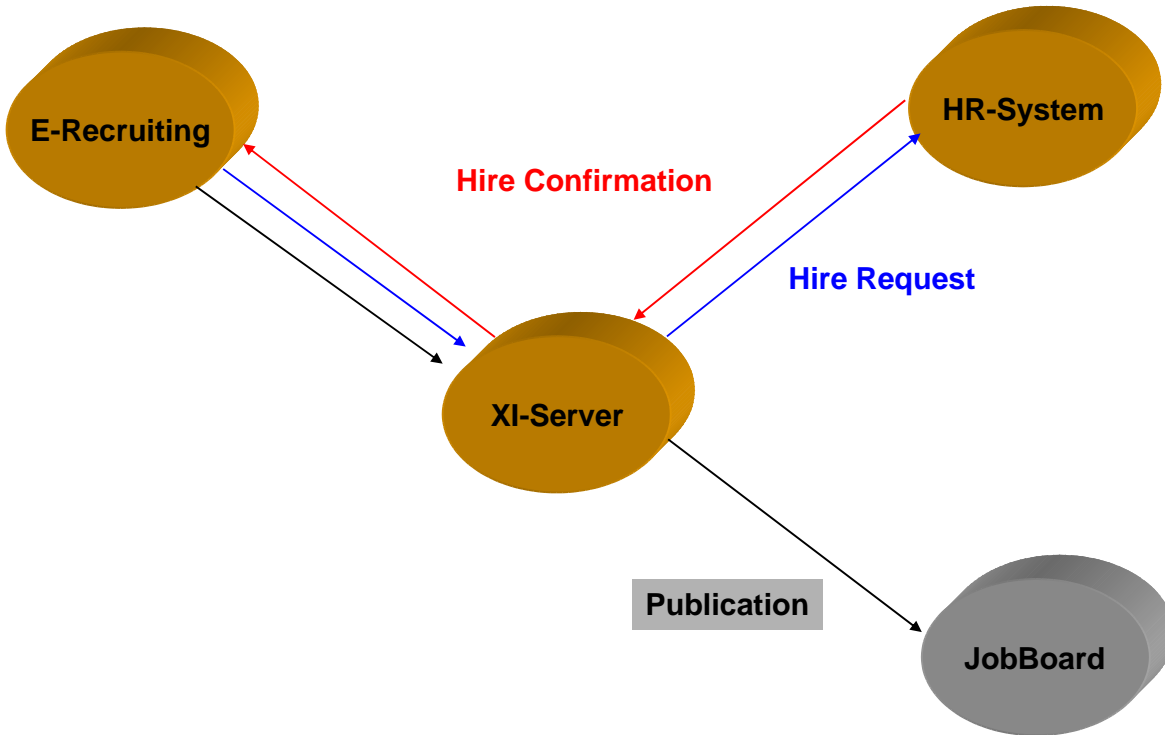
**Restriction: it can run only in a standalone landscape not yet in an integrated ERP scenario**

## New Hire

**Send data messages via XI-Server from an external candidate to the HR system.**

**HCM Processes and Forms receive the data and triggers the creation of an employee and HCM Processes and Forms send back the new employee ID together with the candidate ID to switch the external to an internal candidate.**

**Implementation is thought as examples to implement a customer specific scenario**



**Alternative technique to RFC-connection and PA48 (Hiring into the traditional HR environment)**

**New Periodical service class CL\_HRRCF\_HIRE\_REQUEST\_XI, which reads the interface table, collects the data and calls the XI-Proxy-class**

**The interface table is filled if**

- T77S0-switch RECFA HRXI is set and
- Transfer activity is processed

**Mapping of E-Recruiting structure to HR-ADMIN structure on XI-server**

**Receiving class CL\_HRRCFHIRE\_CONFIRMATION\_IN is called by proxy**

**Prerequisite is the usage of HR Processes and Forms!**

**Activities**

Requisition [Manager Financial Services](#) Status [Released](#)

Candidate [Michael Patrzek / 69117 Heidelberg](#)

**Activity Details: Data Transfer for New Employees**

On this page, you can enter details about the activity.

Details  Note Attachments

Status	Planned
Due On	19.01.2006
Processed by	00100373 Kattia Jordan-Philipp
Hiring Date	01.02.2006
Leaving Date	DD.MM.YYYY
Organizational Unit	50000066 Production Halogen Bulbs - (D)
Position	00100016 Manager Production Halogen Plan

**Data Transfer**

Save Cancel

**In E-Recruiting the data is transfer via the data transferring activity (same as when using PA48)**

# HR Administrator

The screenshot displays the SAP HR Administrator interface. The top navigation bar includes 'Home', 'Employee Self-Service', 'Manager Self-Service', 'Content Administration', and 'HR Administrator'. The main content area is titled 'Worklist' and shows a message: 'The list of items shown here could be outdated. Waiting for update'. Below this, there are tabs for 'Tasks (15 / 16)' and 'Tracking'. A dropdown menu shows 'My Open Tasks: (15 / 16)'. A table of tasks is visible, with the first row highlighted in red:

Subject	From	Sent	Du
Hiring Request from E-Recruiting: Initial Processing of XI Data for Recruitment Factory	Workflow system	Jan 19, 2006 11:18 AM	
Hiring Request from E-Recruiting: Initial Processing of XI Data for Recruitment Factory	Workflow system	Jan 18, 2006 8:06 PM	
Hiring Request from E-Recruiting: Initial Processing of XI Data for Recruitment Factory	Workflow system	Jan 18, 2006 8:04 PM	

HR Administrator receives the corresponding work item via workflow in the Universal Work List.

### E-Recruiting

Set system parameter  
(T77SO to activate  
transfer to HR via XI)

Schedule periodic service  
HIRE\_REQUEST\_VIA\_XI

### XI

Set up connection  
via Integration  
Builder

Note service user  
on XI side requires  
certain E-  
Recruiting  
authorizations\*

### HR System

Specify valid  
processes for start  
through XI inbound  
processing

Define  
Responsibilities

Check Workflow  
Runtime  
Environment to  
check automatic  
workflow  
customizing for  
completeness

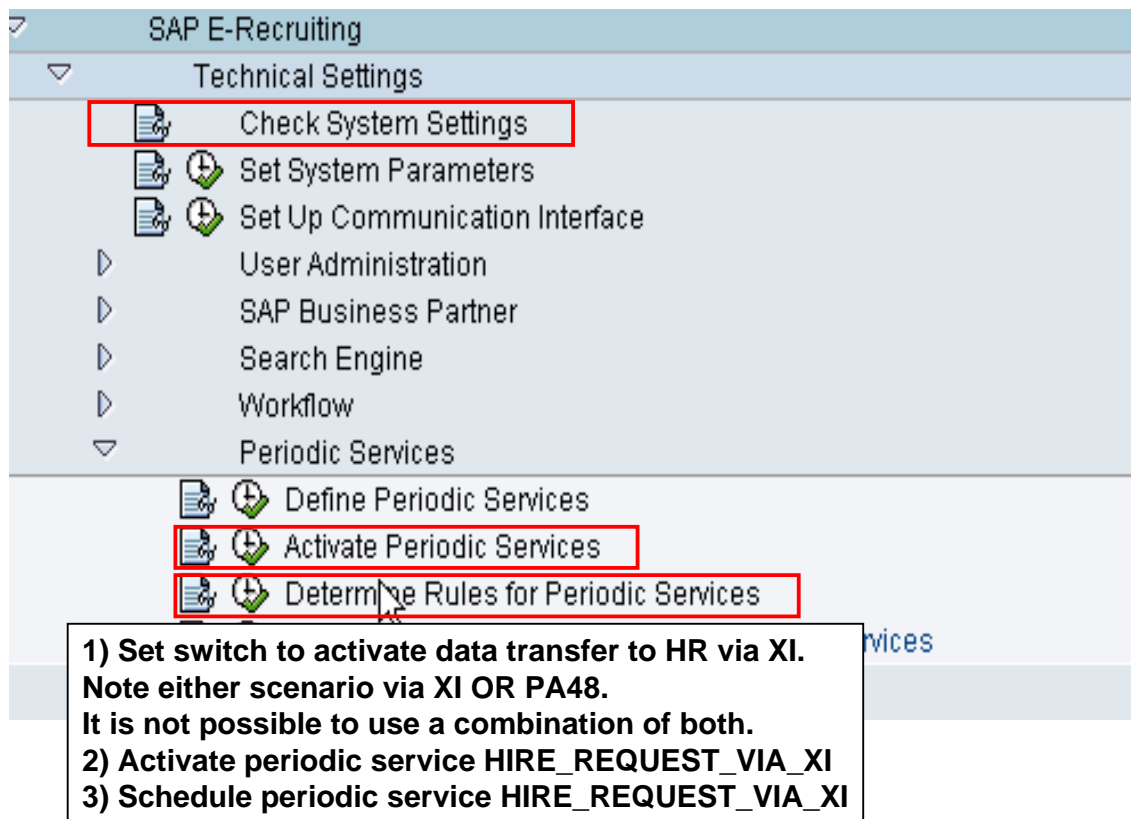
Set workflow after  
process with XI \*

\* see also note 909423

- WS17900415//starts process for data coming from XI.
- WS17900411//executes hiring, can be started from WS17900411 or manually

\* The workflow used for (WS17900015 in the standard system. This workflow template delivers in a background step the XI message HireConfirmation for completed processes that were started for the XI scenario NEWHIREREQUEST. For example, if a process has been started for the XI scenario NEWHIREREQUEST, an XI message HireConfirmation should be sent back to the E-Recruiting system once a new employee has been hired successfully.








The screenshot shows the SAP E-Recruiting menu structure. Under 'Technical Settings', the following items are listed:

- Check System Settings (highlighted with a red box)
- Set System Parameters
- Set Up Communication Interface
- User Administration
- SAP Business Partner
- Search Engine
- Workflow
- Periodic Services
  - Define Periodic Services
  - Activate Periodic Services (highlighted with a red box)
  - Determine Rules for Periodic Services (highlighted with a red box)

Below the menu, a text box contains the following instructions:

- 1) Set switch to activate data transfer to HR via XI.  
Note either scenario via XI OR PA48.  
It is not possible to use a combination of both.
- 2) Activate periodic service HIRE\_REQUEST\_VIA\_XI
- 3) Schedule periodic service HIRE\_REQUEST\_VIA\_XI

## Change View "System Parameters in E-Recruiting": Overview

Documentation   

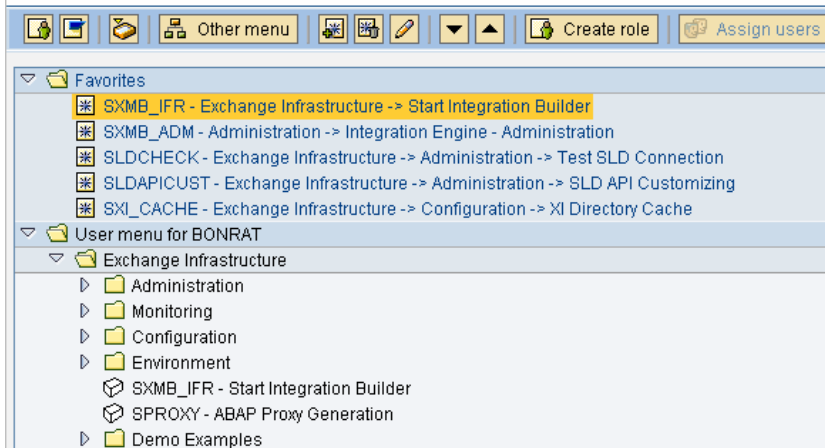
System Switch (from Table T77S0)

Group	Sem. abbr.	Value abbr.	Description
EPERS	PROLE	BUP003	Role of employee in business partner
PLOGI	PLOGI	01	Integration Plan Version / Active Plan Version
RECFA	AGYRO	RCFAGY	Role of Agency in Business Partner
RECFA	BPCOU		Country for Format of Business Partner Name
RECFA	BPNAM		Format of business partner name
RECFA	BRARO	RCFBRA	Role of Branch Office for Business Partner
RECFA	GARBC		X= Call Garbage Collector Explicitly
RECFA	HRQUA		Integration Switch for HR Qualifications
RECFA	HRRFC	69CCLNT001	Logical System of Coupled HR System
RECFA	HRXI	X	Use of XI for Data Exchange with HR
RECFA	IMSAV		Activate Implicit Save in Candidate Profile
RECFA	NAVIL	X	

**RECFA HRXI X= via XI (only new hire)  
blank= via PA48**

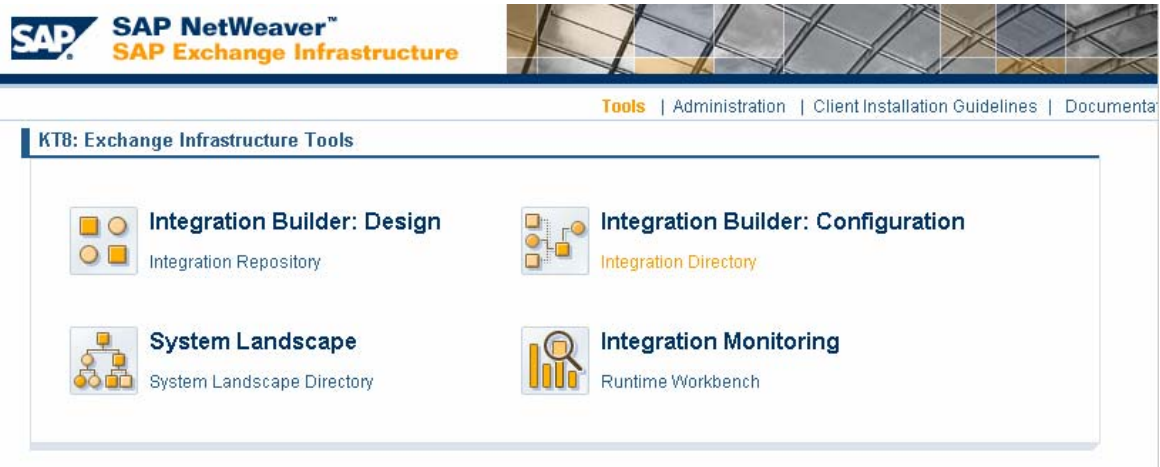
# Customizing XI

## SAP Easy Access - User menu for BONRAT



The screenshot shows the SAP Easy Access interface for the user menu of BONRAT. The top bar contains several icons and buttons: a home icon, a folder icon, a cube icon, a button labeled 'Other menu', a search icon, a refresh icon, a pencil icon, a dropdown arrow, an up arrow, a button labeled 'Create role', and a button labeled 'Assign users'. Below the top bar, the menu is organized into two main sections: 'Favorites' and 'User menu for BONRAT'. The 'Favorites' section lists five items, each with a cube icon and a text label: 'SXMB\_IFR - Exchange Infrastructure -> Start Integration Builder', 'SXMB\_ADM - Administration -> Integration Engine - Administration', 'SLDCHECK - Exchange Infrastructure -> Administration -> Test SLD Connection', 'SLDAPICUST - Exchange Infrastructure -> Administration -> SLD API Customizing', and 'SXI\_CACHE - Exchange Infrastructure -> Configuration -> XI Directory Cache'. The 'User menu for BONRAT' section is expanded to show a folder named 'Exchange Infrastructure'. Under this folder, there are several sub-items: 'Administration', 'Monitoring', 'Configuration', 'Environment', 'SXMB\_IFR - Start Integration Builder', 'SPROXY - ABAP Proxy Generation', and 'Demo Examples'. Each sub-item is preceded by a right-pointing triangle icon.





The screenshot shows the SAP NetWeaver SAP Exchange Infrastructure Tools page. The header includes the SAP logo and the text "SAP NetWeaver™ SAP Exchange Infrastructure". Below the header, there is a navigation bar with links for "Tools", "Administration", "Client Installation Guidelines", and "Documenta". The main content area is titled "KT8: Exchange Infrastructure Tools" and contains four tool icons with their respective names and sub-names:

- Integration Builder: Design** (Integration Repository)
- Integration Builder: Configuration** (Integration Directory)
- System Landscape** (System Landscape Directory)
- Integration Monitoring** (Runtime Workbench)

**Requires Java Web Start, which is part of JS2E 1.4.2 (Status Jan 06)**

# Customizing XI

The screenshot shows the SAP XI Configuration Scenario editor for a scenario named 'NewHire'. The interface is divided into several sections:

- Left Panel (Scenarios):** A tree view showing the scenario structure:
  - NewHire
    - Party
    - Service Without Party
    - Receiver Determination
    - Interface Determination
    - Sender Agreement
    - Receiver Agreement
- Main Panel (Configuration Scenario):**
  - Display Configuration Scenario:** Shows 'NewHire' as the Configuration Scenario and 'http://sap.com/xi/HR/Global' as the Integration Scenario from the Integration Repository.
  - Configuration Scenario Objects:** A table showing Collaboration Profile Objects.
 

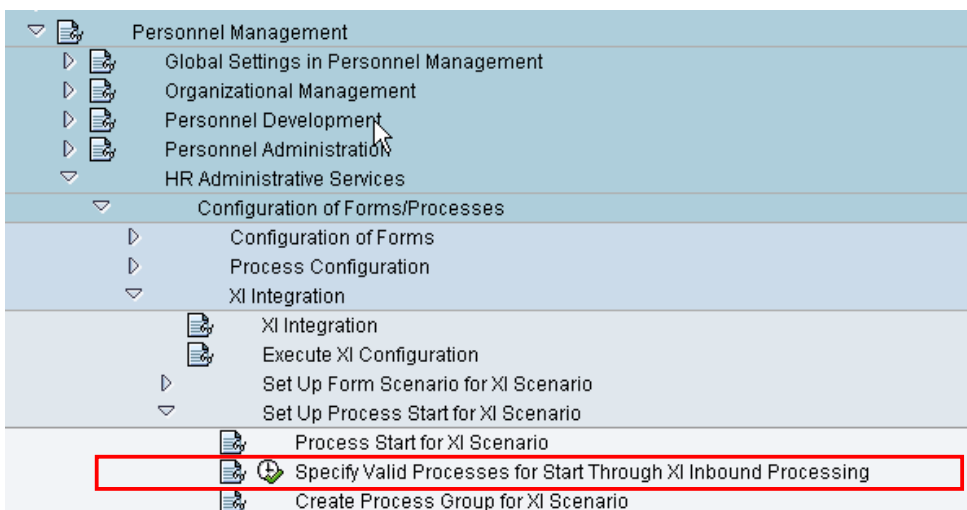
Type	Partner	Service	Communication Channel
		ERP_BACKEND	
		ERP_BACKEND	GeneratedReceiverChannel_XI
  - Logical Routing and Collaboration Agreement Objects:** A table showing routing and agreement details.
 

Type	Sender Partner	Sender Service	Receiver Partner	Receiver Service	In/Outbound Interface Name
		ERP_BACKEND	*	*	HireConfirmation_Out
		ERP_BACKEND	*	*	HireRequest_Out
		ERP_BACKEND		ERP_BACKEND	HireConfirmation_Out
		ERP_BACKEND		ERP_BACKEND	HireRequest_Out
		ERP_BACKEND		ERP_BACKEND	HireConfirmation_In
		ERP_BACKEND		ERP_BACKEND	HireRequest_In

# Customizing XI

The image displays two overlapping screenshots of the SAP Integration Builder (iwdf1229\_KT8\_00) interface. The top screenshot shows the 'Display Configuration Scenario' window for a 'NewHire' scenario. The 'Integration Scenario from the Integration Repository' is set to 'NewHire' with the URL 'http://sap.com/xi/HR/Global'. The bottom screenshot shows the same window with a table for 'Determine Pipeline on Basis of Given' receiver determinations. The table has columns for 'Sender (Partner | Service)', 'Receiver (Partner | Service)', and 'Mapping'. The first row shows 'ERP\_BACKEND' for both sender and receiver.

Sender (Partner   Service)	Receiver (Partner   Service)	Mapping
ERP_BACKEND	ERP_BACKEND	



**Define for an XI scenario which processes can be started with the data of an XI message and which workflow is triggered to route the work items for selecting and starting the process to the relevant administrators.**

**For this purpose, you use a process group to assign to the XI scenario the possible processes that can be started.**

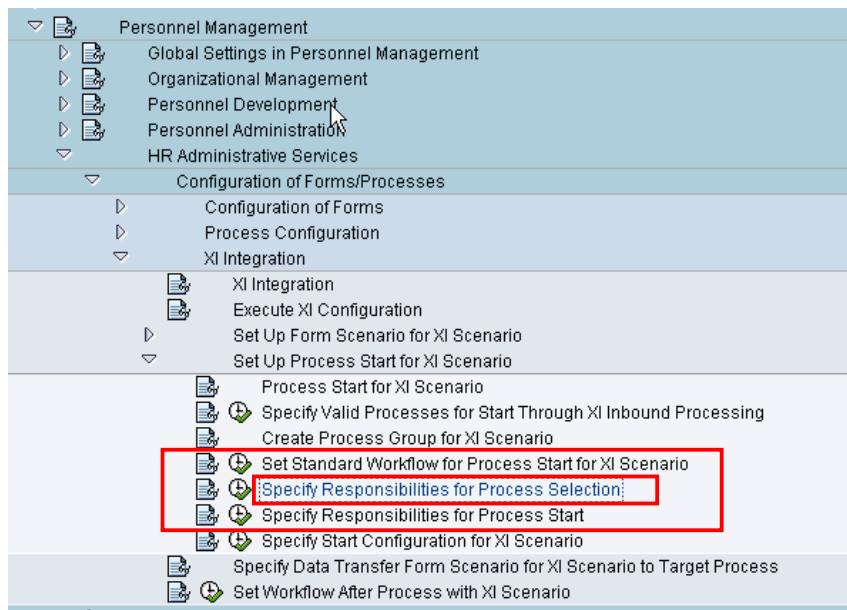
**You then assign a workflow containing the steps for selecting and starting a process to the XI scenario. SAP delivers the workflow template WS17900415 in the standard system.**

Processes need to be define (=>1)

- After inbound processing of an XI message, an administrator receives a work item in his or her universal worklist (UWL). The work item contains a list of processes that can be started with the data of the XI message.
- Based on the data and attachments received with the XI message, the administrator selects a process from the list.
- A second administrator then receives a work item to start the selected process.

Processes

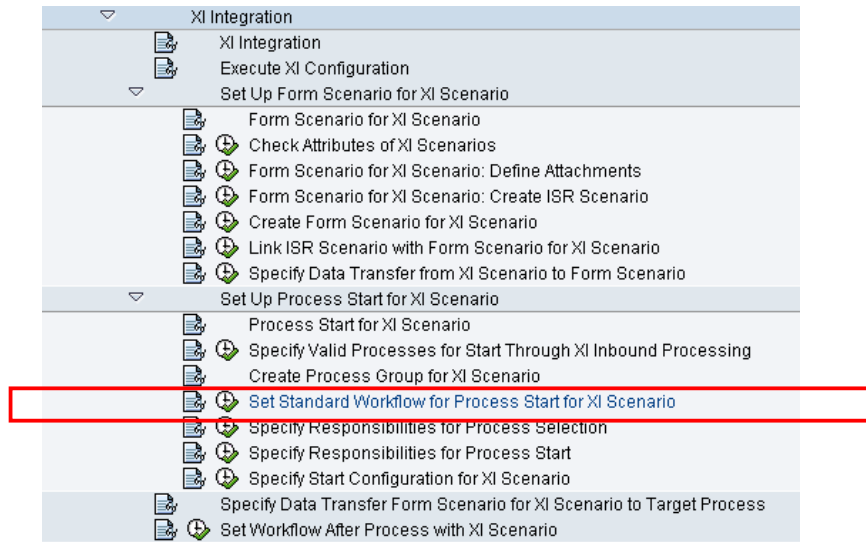
- You can specify one or more processes (e.g. hire01) to be started via XI messages. Processes can be used by country, region for example (could be compared somehow to different hiring actions). process e.g. Hire 01 , several processes possible, e.g. by country, region (comparable to different hiring actions) If several processes, selection required, e.g. several processes in inbox of group defined under Specify Responsibilities for process selections, group selects processes and dispatches the selected ones to those people specified under Specify Responsibilities for process start. If only one process selected, then it goes directly to inbox of group under Specify Responsibilities for process start
- Specify Responsibilities for process selections orgUnit, position and users
- Specify Responsibilities for process start orgUnit, position and users
- Specify start configuration for XI form and workflow, workflow defines whether the group on process selection is ignored or not , group on process start always taken into account
- workflow



- Specify Responsibilities, who is getting the specific workitems (users, positions or organizational unit) on the HR Administration side.
- If several processes are being used a preselection of the processes is required by the users defined under process selection in order to dispatch the processes to a second group of individuals defined under Specify Responsibilities for Process Start.
- If only one process selected, then it goes directly to inbox of group under Specify Responsibilities for Process Start. Specify Specify start configuration for XI workflow defines whether the group under process selection is ignored or not, the group under process start is always taken into account. The workflow also determines workflow template with the includes the steps for selecting and starting a process.
- See also IMG step for Process Configuration.



...



## Task Customizing Overview

Application Component Abbrevi...	Application Component Description	Agent Assignment	Event Linkage
17900011	Start Process for XI Data	Assign Agents	Activate event linking

## Event Linkage: Triggering events

Tasks/Events	Task/Event Description	Activate/deactiv...	Details
<ul style="list-style-type: none"> <li>TG 17900011           <ul style="list-style-type: none"> <li>WS 17900415               <ul style="list-style-type: none"> <li>CL_HRASR00_WF_PROCESS_OBJECT-CREA# Prozessobjekt                   <span>Activated</span> </li> </ul> </li> </ul> </li> </ul>	Start Process for XI Data		

## Task group: Maintain Agent Assignment

Name	ID	General or Background Task	Task Version	Assigned as...	Assigned until
Start Process for XI Data TG 17900011					
<ul style="list-style-type: none"> <li>Start Process for XI C WS 17900415           <ul style="list-style-type: none"> <li>Start Process Aftr TS 17900103               <span>Task not in active version</span> </li> <li>Start Process wit TS 17900113</li> <li>Select Process fc TS 17900129</li> </ul> </li> </ul>	General Task		01.01.1900	Unlimited	

- WS17900415//starts process for data coming from XI.
- WS17900411//executes hiring, can be started from WS17900411 or manually
- \* The workflow used fo(WS17900015 in the standard system. This workflow template delivers in a background step the XI message HireConfirmation for completed processes that were started for the XI scenario NEWHIREREQUEST. For example, if a process has been started for the XI scenario NEWHIREREQUEST, an XI message HireConfirmation should be sent back to the E-Recruiting system once a new employee has been hired successfully.

## Data Browser: Table T77RCF\_TRANS\_ACT Select Entries ...

Table: T77RCF\_TRANS\_ACT  
Displayed Fields: 3 of 3 Fixed Columns: List Width 0250

MANDT	ACTIVITY_GUID	TRANSFER_DATE
<input type="checkbox"/> 004	0BA7BCCC0E4E874DAF9D138174A82643	18.01.2006
<input type="checkbox"/> 004	3945471C9CB82040B0C614A2866F285B	19.01.2006
<input type="checkbox"/> 004	4682E3CB7D18AE47AF9802E598205ED7	17.01.2006
<input type="checkbox"/> 004	6C4869AF1B4FDC43B65251530B06ED9B	17.01.2006
<input type="checkbox"/> 004	7A7FBB9F5B008F4D952ADCD8D8092589	18.01.2006
<input type="checkbox"/> 004	80FAB15539A48C4DB630EEA400437ADF	18.01.2006
<input type="checkbox"/> 004	A9A0BF86C4736343B077F75E8918F807	17.01.2006
<input type="checkbox"/> 004	D6A1EF96852A694A886F52AE817EE1EC	17.01.2006
<input type="checkbox"/> 004	DFB0A633B385A7408105068020DDC7FC	17.01.2006
<input type="checkbox"/> 004	EAC50EAAE269F24E9175F83ECCC5C0FA	16.01.2006

...  
**SE16:**  
**T77RCF\_TRANS\_ACT**

**This table fed in E-  
Recruiting after Data  
Transfer**

**Integration Engine: Monitoring**

- Integration Engine
  - Monitoring
    - Monitor for Processed XML Messages**
    - Processing Statistics
    - Archived XML Messages (Search Using Archive)
    - Archived XML Messages (Search Using ID)
    - Job Overview
    - Persistence Layer Analysis
    - Status Monitor for Sync/Async Communication

**Monitor for Processed XML Messages**

Select Messages By:  Status Group  Status

Length of Output List: 200

Standard Selection Criteria | Advanced Selection Criteria

Date/Time

End of Execution From	19.01.2006	/	10:50:09
End of Execution Until	20.01.2006	/	00:00:00

Sender

Party	
Scheme	
Agency	
Service	
Interface Name	HireRequest_Out
Interface Namespace	

Receiver

Party	
Scheme	
Agency	
Service	
Interface Name	
Interface Namespace	

KT3 (1) 004 | iwdf0174 | INIS

**Transaction SXMB\_MONI**  
**EREC system sent to XI**  
**XI received**  
**XI send to HR Admin**  
**HR Admin received**  
**Check if xml message interchange worked on technical level**

# Runtime Technical (Check)

## Display XML Message Versions

The screenshot displays the SAP Runtime Technical interface. On the left, a tree view shows the structure of an XML message. The selected node is 'MainDocument (application)'. The right pane shows the XML content for this node, which is a 'HireRequest' message. The XML content is as follows:

```
<?xml version="1.0" encoding="utf-8" ?>
- <nr1:HireRequest xmlns:nr1="http://sap.com/xi/ERECRUIT/Global">
- <MessageHeader>
  <ID>68E1DE93E0C6124BA928887B2198B37A</ID>
  <CreationDateTime>2006-01-19T10:18:13.680Z</CreationDateTime>
</MessageHeader>
- <Hire>
- <EmployeeParty>
  - <Name>
    <GivenName>Michael</GivenName>
    - <Family>
      <FamilyName>Patrzek</FamilyName>
    </Family>
  </Name>
</EmployeeParty>
</Hire>
</nr1:HireRequest>
```

The bottom pane shows the XML content for the 'MainDocument (application)' node, which is a SOAP message. The XML content is as follows:

```
<?xml version="1.0" encoding="UTF-8" standalone="yes" ?>
<!-- Response -->
- <SOAP:Envelope
  xmlns:SOAP="http://schemas.xmlsoap.org/soap/envelope/"
  xmlns:SAP="http://sap.com/xi/XI/Message/30">
- <SOAP:Header>
  - <SAP:Main xmlns:SAP="http://sap.com/xi/XI/Message/30"
    xmlns:SOAP="http://schemas.xmlsoap.org/soap/envelope/"
    xmlns:wsu="http://www.docs.oasis-open.org/wss/2004/01/oasis-200401-wss-wssecurity-utility-1.0.xsd" versionMajor="003" versionMinor="000"
    SOAP:mustUnderstand="1" wsu:Id="wsuid-main-92ABE13F5C59AB7FE10000000A1551F7">
</SAP:Main>
</SOAP:Header>
</SOAP:Envelope>
```

## Check on HR Admin Side

The screenshot displays the SAP Case Management interface. On the left, a navigation tree shows 'HR Administrative Services' with 'Process Search' highlighted. The main area shows a 'Case Search' form with 'Start Date' set to '19.01.2006'. A 'Choose layout' dialog is open, showing a table of layout options:

Layout	Layout description
/ASR_FOBJ	Scenario Object Search
/ASR_POBJ	Process Object Search
/ASR_SOBJ	Step Object Search

Below the dialog, a table shows search results:

Process	Proc.Stat.	Time	Ref. No.
XI_DRAFT		20	

Overlaid on the screenshot is a text box with the following instructions:

1. XI sends messages to HR System
2. Through message Process Object in Case Management created (Check:TR: SCASE)
3. Workflow is triggered (Creation of Process Object is trigger for WF) (Check via Workflow Builder Tr. SWDD)
  - Instance created, see workflow log
  - if no instance check if Workflow Template activated

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