SAP HR FAQ

Q: We have this problem at work, on the org. side the new jobs are there but when we check in infotype 1 it does not pull through. We've tried doing the updates using the LSMW and also a programme but nothing helped. We've tried to run RHINTE30 but still it does not update infotype 1 record. The PLOGI ORGA switch is on. Where can we check or what can we do to fix this problem

A: Hope that is to facilitate the workflow process.That is if you need the flow either up ward only or downward only. Also it may be useful in ESS, MDT/MSSfor leave and attendance, appraisals, HR info of the employee and updation, etc.,see the switches if it is related to jobs on the switches not only orga textc,texto,texts switch on and try it it will come it wont work out onlywith orga

Q: Where can we see the integrations is switch on, is there a table?
A: Use T77s0 for PLOGI ORGA.

Q: Can u tell me how to find the UGR of an country?
A: To find User Group, Go to System -> User Profile -> > Own Data ->> Parameters -> UGR IMG > Personnel Management > Personnel Admin > BasicSettings > User Parameters

Q: How can we give abscence quota's for a group of employees.
A: I known that by running the report RPTQTA00 we can give but what are the customizations we have to do in IMG

Q: Creation of wage type
A: See you can create wage type in> PM----PA----Payroll dat----basic> pay----wagetypes---create Wtcatalogue./Wage>typegroup> For running a payroll you need to create a payroll areas and that you need to fine with client about his requirement.

Q: I want the T-code of that window where it asks for evaluation path. I want to generate the report in OM.
A: Transaction S_AHR_61016529 or program RHNAVIG0.

Q: How to find the UGR of an country?
A: An UGR would be only to users, as thename indicates is a User Group and is not related to a country.If you want to find the user group of a person, then you can go to: System->User Profile->Own Data-> Parameters.Here you can find the UGR settings for the user.

Q: Do you want to know the country grouping (molga)
A: Then see "Mol" in *System->User Profile->Own Data-> Parameters screen
If you are looking for Usergroup then See UGR
An UGR would be only to users, as the name indicates is a User Group and is not related to a country.If you want to find the user group of a person, then you can go toSystem->User Profile->Own Data-> Parameters.Here you can find the UGR settings for the user.

Q: I have to create a root organisation unit in Development system. Now I want to transport the changes to Test and production system. The Transport settings in The IMG is 'X' that no transport request should be generated. So, is it advisable to change the settings to blank and then develop the transport request and arrange the settings back to normal once the transport request is generated for PPOCE.
A: If you only need to create one root object, it's simpler to do it manuallly in all three systems. Don't forget to check the range number in all the systems, though.

Q: Or is there any other way to transport the changes made in PPOCE or shall I do that manually in every system. I have to only create a Root organisational unit with same object Id in all the systems.

A: Just find with the basis consultant he will make it for you. Give sugestion becoz generally we release the transport request in dev. server from there the basis consutlant will transport to QAS and production server. There are so many transport request goes to system. So if it get jam. You can tell your basis consultant to restart server. Then it will be clear.

Q: I need to execute one scenario. "Coordinators will try to book one employee for one business event, but on that day he will be on leave", what should be the process incase I need to see that the person is not booked.

A: For checking whether the person is booked or not, go to transaction psv1

Q: Can somebody explain me with examples about the following terms?
- **StaffingStatus**
- **StaffingPercent**
- **PercentageApproved**
- **Percentage Reserved**

A: This is reg your 4 terminologies staffing status is related to "position" in OM as vacancy, or no vacancy or obselete etcstaffing percentage is related to a particular personnel no . Its stored in Relationship table HRP1001. You can understand that some % of working time is spent in specified position.the other 3 terminologies "percentage approved and "percentage reserved" to be explored.

Q: First of all we wanna tell you what we are doing step by step. After logon process, we entered the transaction code PM01 to access "Create InfoType" screen. Then we selected the tab "SingleScrn" to generate new objects into existing infotype. To do this, we entered "0005" as infotype no and "YU" as infotype version for Serbia. And then we just clicked on the button "Generate Objects" which exists right hand side of the screen.We got the error message "HCMT_BSP_PA_YU_R0005 does not exist".

A: IT0005 is a standard IT and already exists, you cannot CREATE it. If you want to create a customer infotype, it has to start with 9*.

India's TOP corrupt states
Sample Question in SAP Human Resources
Caution: more than one answer may be correct. Please mark ALL correct answers.
Choose the variable which can be used to determine the screen modifications for master data.

A   UserGroup
B   PersonnelAdministrator
C   OrganizationalKey
D   CostCentre
E   Payroll Area

1) I am running Indian payroll, wage type /130 is not generated, while it should be populated during execution of Rule IN70. Can any body help me in solving the problem?

Ans) Check if the HRA, conveyance and other exemptions are being calculated in. The payroll run, they would move into this wage type and not your custom Wage types. The calculation of these exemptions depend on several other Settings

2) What are dynamic actions and how to configure it?

Ans) Dynamic actions are performed automatically by the system, depending on certain conditions. If maintaining one infotype has an effect on another infotype, the system automatically displays the second infotype for processing.

Dynamic actions can run in the background i.e. the user does not see the run on the screen.

A change in one field of an infotype might require, that certain other infotype be updated at the same time. The details can be specified as a dynamic event. It is automatically triggered by the system.

*Examples: *

The Personal Data infotype is newly created, and the Number of children field is filled. Once the record is saved, the system automatically displays the Family/Related Person (0021) infotype and the Child subtype (2) for processing. An employee is hired, and the probationary period is entered in infotype Contract Elements. Once this information is saved, the system automatically displays a record from the Monitoring of Dates (0019) infotype and the subtype Expiry of probation (1) for processing.

3) What are the Questions asked for PAYROLL in INTERVIEWS?

Ans) Please find the questions below:

1) What is the importance of offcycle payroll?
2) What role does the control record play in pay roll?
3) How do you calculate Retro accounting amounts?
4) What is symbolic account?
5) What is the difference between payroll area, payscale area and personnel area?
6) How do you identify a different wage types?
7) What features do you come across in payrolls employee attributes and CAP PCR. establish the relationship among them?
8) What are the infotypes required for a payroll process?
9) What is the difference between Indian and us payroll?

4) Can any body tell me, how to add the custom reports in Manager's?

Desktop (in SAP) about Manager's Desktop? I've tried to customize Manager's Desktop in IMG but it can't worked.

Ans) Are your reports based on the HR logical data base (LDB). If so then the customization is straightforward to pass the relevant data to the selection screens. Else you will need to pass this through a function for which you may need an ABAPer. You also need to look at the authorization issues for the reports in case it is not using a LDB

5) Is infotype 185 country specific, can it be maintained for India, and will it affect the payroll if it is maintained?

Ans) We maintain subtypes in table v_t591a. Goto tcode sm30 -> v_t591a -> Select maintain -> it will ask you for infotype for which u want to maintain subtype in your case it is 0185.

6) We created an Appraisal Template now I want to assign it with one Employee or ESG. How I can do this integration and where. What is the next step after this?

Ans) Either you can establish the relationship between the position and the Appraisal Template. Otherwise can restrict the appraisal template based on PSA... However there is no standard setting for restricting the Appraisal template on ESG

7) What is knowledge transfer in sap hr module?
Ans) Knowledge Transfer is a general terminology. It means that you disseminate the knowledge what you have. Say you are teaching one module to other person. You are the giver and the other person is the receiver of knowledge. The process is Knowledge Transfer. You are transferring the subject what you know. KT is not specific to any module.
OR
KT in SAP is the knowledge transferred to a reliever who is to take over your responsibilities so that he/she knows what all you have done shouldering the same responsibility. It is done in order to minimize the knowledge gap between the two sides, and facilitate the reliever to carry on the baton from where his/her predecessor leaves. It might be in the form of transferring the soft copies, hard copies of the various documents, verbal one or a written one to make it more formal.

8) What would be basically my roles where I need to provide support or what kind of specs do I need to face. Pls give some examples.
Ans) You are working in Payroll and Benefits, your role can exactly defined after seeing what your Business is doing, are you processing payroll through SAP or you are processing through third party and down load through SAP. In payroll mostly you will get the issue of authorization, and check which all infotypes are going to effect while running the payroll. any issue occur, you need to check the infotypes and while downloading check the fields and verify the data , check the programme and wage types also , whether they are maintained properly etc.

9) Can anybody give some examples of tickets in OM, PA.? What are the tickets you will get in support project please provide me with solution?
Ans) If any issue, user raises the ticket. Suppose in OM, org tree is not visible and in PA updation of master records, wage type permissibility or any issue. Relating to the same. If you have any payroll down load happening, that gets affected due to this infotype. We need to look into as an urgent matter.

10) I am trying to assign an employee on the system to ESS user profile and the message I get is personnel number 00000001 does not exist. [When this employee has full record on the system and is an active employee] What am I doing wrong?
Ans) IT 0185 can be used for India payroll. This is for pan no, gratuity.
This will not affect payroll.
OR
We maintain subtypes in table v_t591a. Goto tcode sm30 -> v_t591a -> select maintain -> it will ask you for infotype for which u want to maintain subtype maintain -> in your case it is 0185.
OR
Check his Infotype 105 and see if there is a valid record for the employee.

11) I am facing problem in Infotype 0019/ Monitoring of task. Pls help me in doing IT 0019 working, the system is not giving the reminder on set date, is it require some other settings also. Pls let me know what all settings need to be done for this infotype?
Ans) In table V_T531 mention the Lead Follow-up Time and the Units. Like say you want to set the Reminder for 3 months or whatever from the Task Date. This setting will default the Reminder Date.

12) What is diff between simple maintenance and detailed maintenance?
13) What is an Export mode and how do you use it and what for?
14) How many structures are there?

15) What is an Task and how do you assign?
16) Can diff positions an be assign to one job?
17) What is the diff betwwe job and position?
18) What is tcode for org unit?
19) What is an org'l plan?
20) What is cost center and work center...and diff?
21) What is the diff between infogroup and infotype and how do you use and Where?
22) How can you create infotype?
23) What is personnel action?
24) What is Dynamic action and what for?
25) What is period parameter and modifier?
26) How do u config OM and PA?
27) What is Personnel area and can we create multiple personnel areas?
28) How do you activate an employee in IMG?

Full Details : TOP 30 Participants of Indian Idol Season 4
My SAP HR Certification Experience

I went thru my HR Cerification in November. Examination is for 3 Hrs for 80 Questions.
There are 3 types of questions
1. Questions with one answer
2. Questions with multiple answer/morethan one answer
3. Questions with morethan one answer along with Yes/No option for each option
And the total exam is divided into diff. sections i.e, HR essentials, OM, PA, Payroall, TM, Reports, Authorizations etc.
It can't be expect that how many questions will come in each section.
Regarding type of questions, some of them are direct questions, but most of them are secnario based and logial. Need not to concentrate on Table Names and their used and Navigations and all.
Suggestion: Be care while reading the question, and read the question at least three times along with the options because you will have plenty of time to answer the questions.

I have passed the SAP-HR certification exam. Here are my inputs for those who are interested in taking the exam..
There are 80 multiple choice questions.
There are 9 units and questions are asked on each unit according to the weigtage specified in the exam format like +,++
or+++ respectively. For example when I took the exam there were around 11 questions on the first unit marked as ++, around 20-21 questions on the units marked as +++ and around 6-8 questions on the units marked as + .
On the last two units i.e 8th unit and 9th unit only 6 questions were asked in all.
The basic format of the questions :
1. For most of the questions the general format : a statement will be given (eg: Question :The criteria for personnes subareas are as follows.
Possible answers: There are 5 statements listed below with the option of true or false with more than one statement being true. Each statement has to be marked as true or false and each statement carries 20% weightage. Almost 65-70 questions based on this format and the remaining questions had only one possible answer.
Only 4-5 questions were scenario based questions..There will be ample time to answer the questions so one can take their time to answer the questions.
After taking the exam I felt that the test is on conceptual clarity . So if one is clear on the concepts then can clear the exam.
They DO NOT ASK THE IMG PATHS..so no need to memorise them..

More SAP Human Resource Interviews

1. How can you create new objects in org. mgmt?
A. To create a new object go to OM -> Basic Settings -> Data Model enhancement - > Create Objects their relationship and TC.

2. Can you assign a job to another job, and a position to another position? Explain.
A. We have to assign Position to Job. Because Job is General (Eg: Manager) and Position is Specific (Manager -Hr). We can relate two Positions like Reports to, subordniate...

3. What do you mean by assigning priorities to positions in recruitment? In orgn. Mgmt.?
A. In which Priority the applicant can apply for Position.

4. What is meant by an enterprise structure? (I said it comprises of Company code, Personnel Area and Personnel Subarea, but the panelist says, he's not satisfied with the answers. Do I need to add anything else to this answer?)
A. You have to explain the full concept of Enterprise Structure and how it related to Employee Structure and where we assign this to Employees, and for what purpose we defining the Ent structure.

5. How many co.codes can you assign to a personnel area? How many pers. Areas can be assigned to a company code? Explain.
A. Co Code can contain any number of PA, but one PA must contain One Co Code. Because Co Code is the legal entity of the company, using which the FI people draw various statements like BS, PL account.

6. What is the IT to store educational establishment types? Why do you need them? Do educational certificates and branches of studies come under the same IT?
A. IT0022. To maintain the educational details of the employee.

7. What is the IT store employee's previous industry sector?
A. IT0023.

8. What are dynamic actions? Where do you configure them?
A. Dynamic Actions are automatically trigerred by the system when certain actions met. Eg: If you enter no of Child as 2 in IT0002, the system automically triggers the IT0021, subtype Child to enter the details, Otherwise it wont trigger the IT0021, if you didnt mention any value in no of child in IT0002. Same like that we can configure Dynamic Actions depends on our need using the path IMG->PM->PA-> Customizing Procedure -> Dyn Action. or by using Table T588Z.

9. What is meant by work schedule rules?
A. WSR is used to define your WS for a defined period. It Comprises your EE Subgroup,PWS, HC. We can default the WSR using the Feature SCHKZ for your grouping.

10. Today is a holiday, and is paid, where do I do specify such type of things?
A. Using Holiday Class and Day Type.

11. What is meant by counting classes?
A. Counting Classes are used to define your various Counting rules for your A/A types.

12. What is the feature used to create a personnel no. How do you create a personnel no.?
A. NUMKR. Using the Tcode PA40.

13. What are the features connected to Organizational Assignment?
A. ABKRS, VDSK1,PINCH.

14. What is the feature IGMOD used for?
A. It is used to define your Infogroup.

15. What is meant by valuating of base wage types?
A. USed to valuate your WT, if it depends on some % of other WT. Say HRA is some 20% of Basic.

16. What is meant by day types?

A. Day types used to determine the particular day is payment relevant or not. 0 - Work/Paid, 1 - TimeOff/Paid, 2 - TimeOff/Unpaid, 3 - TimeOff/Special.

17. What is meant by Applicant Status and what are the reasons? Why do you need them?
A. Applicant Status denotes the current status of the Applicant, say Screening, On Process, On hold, Rejection and we have to define various reasons for each and every Status. Say why the Applicant Status is OnHold.

18. In which IT do you assign an applicant to a vacancy. Where do you assign that status?
A.Status we can assign using the TCode PB40.

19. How do applicant actions differ from applicant activities?
A. Applicant Actions can same as above like Rejected, On hold, On process. Activites can be what are all the various activites perform for each activity for the Applicant.

20.What are the ways to transfer applicant data? What is the difference between them?
A. PBA7 and PBA8.

21. What is the difference between prebooking and booking?
A. Booking is the actual booking of Attendee for an event, Prebooking is used to check whether the Attendee already booked for the event.

22. Tell me something about the IT Payroll Status
A. IT0003 is used to define the current payroll status of the employee like released, exit. We can lock the personnel number using the IT0003

Real Interview Questions On SAP HR
1. What is meant by payscale structure? How did you configure payscale structure? (I said I created various payroll areas and defaulted them using the feature ABKRS. Seemed he was expecting more than this from me.)
A: Pay Scale Structure means creation of Payroll area , Pay scale type,area, group and levels with EmpSub group grouping for PCR & CAP's.

2. How do you import payscale data from non SAP to SAP? (Somebody told me that there's a tool called LEGACY to transfer non SAP data to SAP. I said the same. Is it the same for payroll also? He wanted a clearer explanation of how I did it.
A: Yes you have to say from which transaction code you are transfeing data from Non SAP in to sap.

3. How to assign a person two different pers no.s and allocate him two different comp. codes and generate a single invoice? Suppose for a person I have to pers no.s A and B. I want to send him to one company in the morning and the other in the noon. How should I do this. (I only know one person can be given more than one position by giving percentage in OM. I said that this process is concurrent employment.)
A: No, even with Concurrent employment also it is not possible to assign two personnel numbers for one person. You can assign him to work wih two Personnel ID Numbers with the same number and make invoice.

4.What is meant by a schema? (I said I'm only aware that it is a set of rules which is copied and renamed, but never worked on that.)
A: No, you have to say him that schema is a set of instructions (Programs) madified as per requirements and its process is to collect the data as from all the defined instuctutions with sub schemas and PCR's. As I was not authorised to work on them I know just the process of schemas only, (you should have said like this.)

5. How do you restrict the data to be entered in payroll area?
A: No, data is entered in a payroll area , but the employees are defined depending on their payscale structure. If you are restricting any data to be entered for pay strcs this is for indirectly for payroll area.

6. What is meant by authorization? Did you ever work on it?
A: Authorisations are the transactions given to the end users or the developers for only some areas to work, infotyopes, transaction codes, org units and others depending on the requirement of the client or the develping enterprise. Check this at PFCG tcode.

7. What is the difference between Indian and US Payroll. (I said each of them have their own ITs and the taxation differs.)
A: Yes it correct and even you have to say about the Benefits which are more important in US. In US unemployment tax will come. Garnishments will come, Residence taxation, Work tax and others, you have to say it in broad way then only they can know that you are working, or confident enough.

8. Give me a brief description of the IT Tax.
A: No IDEA.

9. How do you differentiate Tax for different countries?
A: Taxation has so many use exits to be created which means it all happens only from the new versions which SAP Releases.

10.What is meant by slab? How is Indian slab and US slab? (He was talking about some %ages. I don't know what they are.)
A: Grouping of employees depending on their allowances and PERKS is nothing but Slab system and it also even comes for Professonal Tax. *-- Tips by : Praveen Kumar*

What are Dynamic Actions? Give a few examples. What are the IT's you used in them. (I know only Birth of Child action, and the IT's used in it are Personal Data, Additional Payments)

Dynamic actions which are triggered by the system. They are result of some personnel action. If you make a change (personnel action) to the personnel data of an info type that then has an effect on the data of a second info type, the system automatically displays the info type. One of the main purpose of the dynamic action (of the system) is to have a consistent and coherent data. These actions are started automatically by the system, unlike the Personnel actions which you start by yourself. The best example is when you carry out an action lets say hiring, you need to populate a set of info types. Your initial entry of details in infotype 0000 is personnel action. When you do this system automatically displays next infotpes- which is result of dynamic action

What is Recruitment Cycle?
Its is the complete process of recruitment right from identifying the vacancies displaying the same, notifying them, inviting the applicants, screening the applicants, interviewing them, selecting them, and recruiting them and appointing them(giving an organizational position in the organization--- all theses processes constitute the recruitment cycles

What is Qualification Deficiency? How will you come to know that a Person does not have certain skills/qualificatio ns? (This was posed after I said that I worked on Training and Events   also).

Generally the required qualifications are stored in Required Qualifications (Infotype 5129). So any deficient qualifications can be viewed in this infotype.

What   is   IT   41   used   for?   How   do   I   default   IT   41?

Date Specifications (Info type 0041). The following information is recorded in the Date Specifications info type (0041). The Date type specifies the type of information. A concrete Date type (specified by the user) is used in a series of reports, for example to evaluate an entry date that cannot be derived from the organizational assignment history but which is stored in the Date

Specifications info type(0041). This info type can be used in payroll as well as for the leave program. The standard system contains twelve combinations of Date type and Date. If you require more than twelve date specifications for an employee at the same time, you can use time constraint 3.

Suppose the client wants me the vacancy to be displayed on a website as well as ESS. How should I do it? (I only know ESS means Employee Self Service, please explain about ESS also).

Employee Self-Serviceenables employees to create, display, and change their own HR-related data in the Enterprise Portal generally related to. Benefits and Payments,, Working Time, Career and Job, Employee Search, Personal Data, Travel Management, Corporate Information and Life and Work Events. So the kind of data the employees can edit, change or delete depending upon the authorizations the employees (users and roles) have. The authorization to have access to the vacancies by employees is given, generally the vacancies will be displayed for all the employees i.e all the employees will have authorizations.

Getting married? A checklist! (Must Read)
Human Resource Interview Questions
How do I change the hiring date which is wrongly entered without rehiring and changing personnel numbers?
There are Three Scenarios when you may need to change hiring date:

1) After payroll is run - when hiring date is before actual Hiring date.
2) After payroll is run when hiring date is after actual Hiring Date.
3) Before the payroll is run.

1) PA30 -- Copy actions infotype - action type - incorrect entry -- save and come out PA 30 copy actions infotype -- action type - correct entry - now correct your entries, save your date is changed.

2) PA30 - Utilities - change payroll status - delete accounted to feild, save and come out - then again utilities change entry leaving date - corrrect the hiring date - save and come out.

3) PA30 - Utilities change entry/leaving date change your date and save.

1.   What   is   the   use   of   IT   0003   ?
2.   What   is   the   differ.   between   App.Range   and   App.Group   ?
3. What is the role of Enterprise structure and Personnel Structure in Time Management and   Payroll?
4. I hired one employee, after three months he promoted as Manager, after one year again he promoted as GM, how many times will you upload this data by using LSMW ? and Explain   in   detail   ?
5.   What   is   the   relation   between   IT   0007   and   IT   0008   ?
6. What is the diff. between Job and Position in OM ? Can you asign Task direct to Position   without   Job   ?
7.   What   have   you   done   in   Recruitment   ?
8. What are the fields in IT 0007 ?

1. IT 0003- Infotype in which data on the Payroll status and Time Management status is stored. For example, the system stores the date of the last payroll run performed for the employee in the Payroll Status infotype (0003). The system automatically creates this infotype when the employee is hired. In general, the system updates the infotype and writes the changes to the payroll past.

2. Application range-It is used to classify applicants according to either hierarchical or functional criteria. Hierarchical classification involves classifications such as executive employees, salaried employees. Specialists. Functional groupings include corporate management, administration, production ......

Applicant group- It is used o classify applicants according to the type of employment contract for which they are applying. Exa- employees with a permanent contract, employees with a temporary contract and so on...........

3. Enterprise structure- It specifies groupings for Time Management. This enables to set up work schedules, substitution types, absence types, and leave types on the basis of a specific personnel sub area.

Personal structure- The employee subgroup grouping for the work schedule enables you to determine which work schedules are permissible for which employee subgroups. The employee subgroup grouping for time quotas enables you to specify which attendance and absence quote types are eligible for which employee subgroups

4. Relation between 0007 and 0008- The system takes the employment percentage and the average number of working hours from infotype 0007 and suggests them as default values for the capacity utilization level and working hours per period in infotype 0008.

5. Job Job is nothing but a general classification of sets of functions. A job describes a position. The position automatically inherits the tasks and and characteristics assigned to the job through a relationship.

Position-It can be occupied by holders at company. Each position occupied by a employee. Multiple assignment are possible. Position can be 100% filled, partially filled or vacant.

6. IT 0007 fields- Work schedule rule, Time management status, working week, employment percentage, Daily working hour, weekly working hour, monthly workinh hours, actual working hours, weekly workdays.

LIVE Sensex - World Market
SAP HR Interview Questions

1) What is internal recruitment ?

Internal recruitment is search for internal applicants. when you integrate with personal development, you can use profile match up which help to search for resources internally.

Also In recruitment it is represented by 'P' as Person and 'AP" as external person.

2) What are problems generally faced while posting result to FICO ?

Normally mismatching of amount get posted.

3) What is controlling area, what does it do, and how were is it assigned ?

Controlling area is under of FI person which helps to set for costing purposes also based on thses fiscal variant is set.

4) What is the purpose of creating symbolic a/c, what is transaction code for same ? Can we assign one symbolic a/c to multiple wage types ?

It depends upon your payrol requirement to create salary head like expense account etc.

5) What is REPORT VARIANT FOR OFF CYCLE ACTIVITIES, what do we do in this step ?
Variant is to save all input field parameters. once you saved as a variant , you can use the same for future purposes.

6) What all infotypes which has to be created at the time of hiring OR PA40 and cannot be maintained later with PA30 ?

Why you require creation of infotypes...

7) If we have to create multiple positions, what method OR tool we can use to avoid errors due to creating them manually.

You can create muliple position by LSMW or batch programs for the Tcode PP01 or PPOCE

8) What do is LANDSCAPE in SAP Project, I think its related to no. of servers used, Pls correct me if I am wrong, Or what it is ?

It is related to Basis

9) What is the role of a administrator in PA ?

To restrict access to Personnel administration based on PA/PSA.

Administrator: we come across for Personnel admininstration, Time management, and Payroll in sap .

Each admiinistrator is reponsible for each individual activity. You can get the name of the administrator in the pay slip so the employee for any clarification he can meet the responsible administrator (accessed through payslip)

This administrtor (is created in PA of PM) is responsible for recruitment. ***-- HR Tips by : Somasekhar**

10) What is golive actually ? What is the role of a functional consultant in it ?

Go live is transfering of data from Development server to Production server.
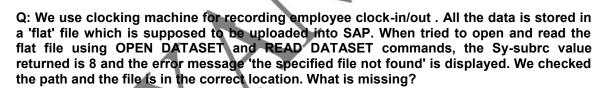
Development -----> Quality server

In Qulaity you need to Unit, Integration testing, Once it is OK in Qulaity server,

Then you need

Development ----> Production

Top tech winners of 2008

SAP Human Resources Frequently Asked Question

Q: We are in the service industry and have employees working in multiple cities on the same day. The system seems to allow one taxing authority per day. But the taxing authority needs to be picked up from the Service Order ideally . Can we achieve this?

A: You can create multiple infotypes 0208 (work tax area) for the same employee and the same day. Use the 'allocation percent' field . There is no integration however between time management and the work tax area. You may copy infotype 0208 to IT 9208. Infotype 0208 may be used to store the default work tax area and IT 9208 may be used to store the multiple work tax area. Create IT 9208 based on data from your external time management system.

Q: We use clocking machine for recording employee clock-in/out . All the data is stored in a 'flat' file which is supposed to be uploaded into SAP. When tried to open and read the flat file using OPEN DATASET and READ DATASET commands, the Sy-subrc value returned is 8 and the error message 'the specified file not found' is displayed. We checked the path and the file is in the correct location. What is missing?

A: Check the path once again. Check the upper and lower cases. Define you parameter file name like filename-fileextern. Depending on the place where the flat file resides, the procedure varies. OPEN DATASET is used for upload of file from the host system. If your flat (text) file is on the PC, you can use the function WS_UPLOAD which will upload your text file into an internal table. This internal table data can be loaded into SAP. The syntax is as follows:

```
CALL                              FUNCTION                              'WS_UPLOAD'
EXPORTING
FILENAME                          =                                     pcfile
IMPORTING
FILELENGTH                        =                                     fileleng
TABLES
DATA_TAB          =          internal          table          name
```

Please note that you have to specify the pcfile of length 128.

Q: We want to make a copy of an organizational structure from one plan variant to another. This copy should include all assignments like purchasing groups to organizational units made in PFOM . Can we do this?

A: Make sure that the plan number is established through the IMG. (And that it is not the active plan.)

Go Human Resources -> Organizational Management Tools -> Plan version -> Copy.

It runs RHCOPL00. All or any portion of the plan maybe copied and manipulated and then copied back in to the active plan.

Q: We have a requirement to calculate leave entitlement at the anniversary year not calendar year. The leaves have both paid and unpaid components. The paid component is based on time worked. The unpaid component is based on years of service. Leave taken is reduced from both entitlements depending on employee's request. We are using a Schema based on TM04 which calls Cycles TS15, TS10. What is th ebest way to handle this?
A: You can use field 'DAUER' for seniority based vacation entitlement in the VAC01->VAC99 features. Time worked is not part of the feature structure (PME03). However you may create your own source code to make a decision on any field even if it does not belong to the feature structure. Check feature VAC01.

Q: We have multiple ORGs as we have many subsidiaries of our Parent company. These subsidiaries are defined as ORG and are assigned an ORG-ID. Within each ORG, we have Divisions (e.g. Human Resources, Finance, Materials etc.) and within each division we have Departments (e.g. Payroll, Labor Relations, etc.). We plan to use Personnel Development(PD). What is that we have to consider in this case?

A: You have to consider how the company wants to see its reports while designing the HR organizational structure in PD. You have address the question: for headcount or regulatory reports to which level does the company need to report, to the division, department, group or team level. You have to design the SAP organizational structure to support the lowest level required. Lower the more levels of detail, the more maintenance required.

Q: How can we configure the options for the Assgn Form. No. field on Infotype 210. It is the alternate formula to assign tax field and we have been unable to locate the table in the IMG to edit the options.
A: Options for the BSI Tax Formula can not be configured. Possible entries are available in BTXFORM, and they depend on the 'tax authority' (BTXAUTH) and the 'tax type' (BTXTAXT). Use data dictionary to check existing entries. This data comes from BSI. Tax calculations are done in the BSI programs (via RFC from the USTAX function in the payroll schema).

Q: We are using the US HR/PAYROLL module. We are able to create the entry to credit the accrued payroll account. But our check writing process does not produce any accounting entries when we create a pay check or run our EFT process(RFFOUS_T). Should RFFOUS_C produce an accounting entry to debit the payroll payable account and credit the cash account ?
A: RFFOCUS_C does not produce any accounting entries. During the FI/CO interface run , 559 wage types may be posted to your cash account

Q: We have approximately 10000 zip codes. We want to relate the eligibility group to the zip code. We do not want to create 20000 eligibility groups. Which is the best way to configure basing eligibility for HMO's on zip codes?
A: Try to group the zip codes by the HMO's they belong to. Then create benefit groups and programs for the unique combinations. You can create as many benefit groups as required and use the employee zipcode to select the benefit group the employee is eligible for. You may also look at user exit 2.

Q: We are using the PAI user exit in MP000800 screen 2000 to modify the BET01 field. After modifying the value, the value is not re displayed. However the updated value is saved on commit. Why the value is not displayed after modification?
A: Yes. It is True. You may have to apply OSS

Questions and Answers for SAP HR

What do you mean my a Task and where do you assign and How?
Task is a description of an activity in Organizational Management which is performed within an organizational unit.
one can assign an organizational unit, job, position, person (employee) or user a task in order to describe their function in an enterprise. A task which you assign, represents a characteristic of an object.

What is an Org's assignment and Org'l Plan, what is the difference between them?
Plan versions are scenarios in which one creates organizational plans. In the plan version which you have flagged as the active plan version, you create your current valid organizational plan. This is also the integration plan version which will be used if integration with Personnel Administration is active.
As a rule, a plan version contains one organizational structure, that is, one root organizational unit. It is, however, possible to create more than one root organizational unit, that is more than one organizational structure in a plan version. Organizational assignment is assigning the persons i.e., employees to certain position according to organizational structure and plan.

How many structures are there in OM?
In the SAP System one can use several structures to represent the legal and organizational structure of your company. You can structure from the point of view of accounting, materials management, and sales and distribution. It is possible to combine these structures. The organizational structures form a framework in which all business transactions can be processed

What do you mean by reporting Structure?
Reporting structure is the organized hierarchical structure where the different positions (persons) will have to report to various positions according to your organizational structure.

What is the difff between Simple Maintenance and Detailed Maintenance? and which one you used in your project?
Simple Maintenance in Expert Mode is one of the methods you can use to develop and model organizational plans in the component Organizational Management with speed and efficiency. Besides mapping your current organizational and reporting structure, Simple Maintenance gives you flexible tools to plan and model future structural changes well in advance. SAP Business Workflow users do not need all the functions available in Organizational Management. For this reason, the original concept behind Simple Maintenance was to provide a tool that allows users to build and maintain organizational plans, with speed and simplicity. For Organizational Management users, Simple Maintenance is best used to establish the basic framework in organizational plan development.
Simple Maintenance uses a tree structure, which allows you to create a basic framework for organizational plans, using streamlined procedures. In this way, one can create ones organizational and reporting structures step by step.

What are the building blocks in OM and where do you assign them?
Organizational units, Positions Tasks, Persons , etc, are the building blocks of O&M. you create them as part of your organizational plan.

What do you mean by work centre and Cost center? Where do you assign them. And how many Cost centres can we assign?
Cost centre is an object used to refer to work centre activities are going on from cost point of view which is important from cost point of view. Work centers are the objects (physical locations) where actual work takes place

How do you transfer Org'l Assignment from PA to PD? (Answer for this is a bit diff, try it)
I think this can be done by editing your staff assignment. Here you can decide which positions belong to the organizational unit.

What are the info types you used in OM?
From 1000 to 1999

What are the infotypes used for time management?

2001			absenses
2002			attendances
2003			substitutes
2004			availability
2005			overtime
2006		absence	quota
2007		attendance	quota
2010	employee	remuneration	information
2011		time	events
2012	time	transfer	specification
2013		quota	correction
2050		annual	calender
2051		monthly	calender
2500	pesonnel	work schedule	time
2501	employee time and labour data		

How do you create an evaluation path?
Evaluation paths are created in organizational management Customizing under basic settings. One or more relationships form the navigation paths for an evaluation. These enable us to report on and display structural information, for example, organizational structure or the reporting structure. We can create alphanumeric evaluation paths with a maximum of 8 characters starting with Z.

What is an infotype?
Well an infotype in short is a "type of information". It is a set of logical data grouped according to subject matter, eg. Addresses (organization assignment, personal data, addresses, planned working time, basic pay, bank details, etc.) infotype, contains name, first name, Address for correspondance, Permanant address, city ......so on. There are over 5000 infotypes exists. The infotypes can be created, changed, copy, delimit, deleted..
We can create infotypes useing the following path:
Org Mgt->expert mode->(Object) The Maintain(object) screen appears
In plan version and object fields enter data as required
In the infotype field , select the infotype you want to create
Using the tab pages select the status the new infotype record
Choose Edit->create infotype
Enter appropriate fields and save....

Explain the uses of the simple maintenance interface?
Simple Maintenance is used when Staff assignments and reporting structure are to be changed. There are three main areas in Simple Maintenance. Each area contains particular maintenance functions, depending on whether you want to edit organizational structure, staff assignments or task profiles. For Organizational Management users, Simple Maintenance is best used to establish the basic framework in organizational plan development. For complete, detailed editing of individual organizational objects in your organizational plan (editing particular positions or organizational units, for example), we recommend that you switch to Info-type Maintenance. Simple maintenance uses a tree structure, which allows you to create a basic framework for

organizational plans, using streamlined procedures. In this way, we can create an organizational and reporting structures step by step.

What is the use of INFOGROUPS?
The infotype group (commonly known as infogroup) guarantees that during the personnel action, all information needed for the business processes is stored. The infogroup is processed when you perform a personnel action.
- An infogroup exists in the standard system for every personnel action type.
- In Customizing for Personnel Administration, you can tailor the make-up of the various infogroups to the requirements of your company.
- You can define infogroups as user-group dependent.

Infogroups are used in Personnel Actions to define a set of sequencial infotypes that you would be using while performing an action. For example, when you hire, you would want to use IT0000,0001,0002,0006,0007,0008 etc in a sequence- in a particular order. So define an Infogroup for this purpose which contains all these infotypes, their order of execution and the user groups it is applicable for. Then you assign this infogroup to the action that you had defined.

What is PROCESSING CLASS, where we do them and why?
Wage type characteristic that determines how processing is conducted during the payroll run.
What is EVALUTION PATH, where do we do it and why?
A chain of relationships between objects in a hierarchical structure.
for eg. O-S-P(Organization->Position->Person).
What is INTERNAL PAYROLL PROCESS?
Payroll process(program) is run at a specific point in time, not only to calculate an employee's basic remuneration but also any special payments, overtime payments or bonuses that must be effected for the period in question

SAP Organizational Management Q and A
These are the answers for the following questions:
1) What is the Difference between "Evaluation Paths and relationships "
An evaluation path describes a relationship chain that exist in a hierarchical structure between the objects (eg: O-S-P). Relationship(1001) is an infotype generally applicable between two objects.

2) How many cost centers can we assign to a org unit ?
Generally we can assign only one cost center. It always refers to parent cost center.

3) What is difference between - Simple maintaince and Expert Mode?
Both the interfaces are used to create Org structure. If the company needs to create a huge structure, we will use Simple maintenance, because it is user friendly that is it is easy to create a structure, the system automatically relationship between the objects. Using Infotypes we can create Objects in Expert mode and we have to use different transactions to create various types of objects.

4) What could be a possible structure of a org unit, exg - if a organisation has branches in 34 countries and head quarters being in london, and having a work center or branch in bangalore, how do we relate sitting in banglaore to London mother company?

This can be done by Enterprise structure that is Personnel Area and Various Personnel Sub areas.

5) How many Company codes can a company can have at a time?
Any number.

6) How can one know if a position is vacant or occupied in a company?
We can identify the vacancy position in IT1007.

7) Can a junior employee report to 4 different supervisors, if yes, how?
There will be only one supervisor for a employee to report. In case of concurrent employement the employee can report to corresponding Administrator.

8) What is the difference between " Job and Position"?
Job is not a concrete, it is General holding various task to perform.(Eg: Manager, GM). Position is concrete and specific which are occupied by Persons. (Eg: Manager - Hr, GM - Hr).

9) What are the infotypes in OM - Please this is important
From 1000 to 1999.

10) What can a end user do in OM - if he can face a problem where can he face a problem ?? In regular intervals?
Creation of various objects like O,S,P,C,A. Creation of Org Structure.

11) How do you assign a single person for two roles, Can we assign or not?
Roles is the combination of transactions, reports and other files. We can assign any number of roles to a person.

12) How do you report level 4 person to level 1 person?
By creating relationship between the objects.

13) What do you mean my a Task and where do you assign and How?
Task are the work to be peroformed by the employee. We can assign task to job or position which finally inherit to the holder that is employee.

14) What is an Org's assignment and Org'l Plan, what is the diff between them?
Org assig defines the PA,PSA,EE group, EE subgroup, Cost Center, Payroll area all the default assignment of the person.
Org plan is the structure of the Org.

15) How many structures are there in OM?
Be specific, if you want to know the various structures in HR, it is Org Structure, Enterprise Struc., Personnel Structure. If it is OM, We can create Org structure by using Org and Staffing interface, Expert mode, Simple Maintenance. We can create General Structure, Matrix.

16) What do you mean by reporting Structure?
Reporting structure is to view the reporting objects, that is who is reporting to whom.

17) What is the difff between Simple Maintenance and Detailed Maintenance? and which one you used in your project?

As already explained. Usage depends on the Company.
18) What are the buliding blocks in OM and where do you assign them?

There are totally five objects in building blocks of OM, that is O,C,S,P and Cost center. Using relationship we can assign them.

19) What do you mean by work centre and Cost center? Where do you assign them. And how many Cost centres can we assign?
Cost center which controls and maintain the cost relevant activities of the company. It is controlled by FICO peoples. Work centers are the exact work location of the employee where the company doing the daily transactions.

20) How do you transfer Org'l Assignment from PA to PD (Answer for this is a bit diff, try it)
you can maintain Org Assign using the IT0001.

21) What are the infotypes you used in OM?
As already explained from 1000 to 1999.

22) What is the Tcode to maintain the Standard roles?
Tcode: PFCG

23) What is the Tcode to Change the Standard roles?
Same Tcode : PFCG

24)What is the Tcode to Manintain the Org'l Plan.
It is depend on the interface you are using that is PPOME,PO10,PPOC_OLD, PP01.

How to Start 'AS IS' Statement?
I am new to preperation of the 'AS IS' phase statement while implementing the SAP HR india pay roll project. Previously I worked on the configuration part only but I am never involved in preperation of 'AS IS' statement.
Presently in my company they are asking me to implement sap hr india payroll project in india, for that I need to start with 'AS IS' statement.
How to start doing the project in 'AS IS' ?

Are you working as a technical person or functional person?
This work is of a functional consultant.It involves understanding the complete functionality of the system.
It involves detailed understanding of how the HR department is functioning because based on that only you would provide a solution to them. Like suppose you are implementing SAP HR module for them then in the AS-IS and TO-BE phase, you need to prepare all the documents of the process flow (you can prepare them in word). Like suppose you are implementing for PA then you need to identify how many personnel areas you need to make, how many subareas you will make, employee groups, subgroups, based on what you are classifying them? This all will come in the master data document which has to be approved from the client whoever he is .
Like if the current system is on mainframe or for some specific applications like for recruitment the system is on mainframes and the client wants to keep that system as well then interfaces need to be identified which will be there because you will have to upload the data to sap system using bdc.
Like this for every process there will be a document.Even for actions like:
-   Hiring
-   Newly   Hire
-   Termination
-   Transfer
- Layoff etc
You will have to see what all actions your client wants, like if there is an action transfer which is run for employee what all will be the reasons you will be configuring for that action. This will be told by the client which can come out after a series of meetings and after discussions you will

have to come out with the document that these will be action types. These will be the action reasons, these will be the action codes for that. This will be in the TO BE process document.

After this phase is over complete configuration can be done.
Actually AS-IS process in summary involves a :
1) Series of meeting with the client.
2) Gathering complete information about the existing system.
3) Preparation of the blue print documents describing the complete AS-IS process ,i mean the existing system.
4) Flow charts should be included in the as-is blue print process flow document describing the complete process.
5) After this is finished u have to give the TO-BE process structure that will be implemented in SAP.
6) After that there will be some things which cannot be implemented in SAP so the gaps are to be identfied.
7) These gaps are to be documented in white paper for the client.
It is a lenghty process but not so difficult only the thing is that the functionality is to be understood properly

Time Management Queries
What is Attendance & Absences Quota?
Absence   Quota:
An employee's entitlement to a certain absence. The quota has a limited validity period, and is reduced by each recorded absence. Attendance Quota: Determines an employee's time-restricted entitlement to certain attendances. One such example is overtime approval. Recording an attendance of this type reduces an employee's entitlement

What is Substitutions?
A substitution is employee working time that deviates from planned working time and/or is paid at a different rate because the employee works at an alternative position. Substitutions allow short-term deviations to personal work schedules, as well as different payment for an employee, to be recorded in the system. Substitutions can be set up regardless of whether the absent person is actually being replaced or substituted for temporarily.

What is Availability?
Description of when a service employee is or is not available.The resource planner uses availability as background information when scheduling a service employee.

What are Attendance & Absence Types?

Grouping together of employees' scheduled attendances and actual attendances according to the reason for the attenance. Attendances canalso be grouped for other personnel-related reasons, such as for employee time accounts and for valuation of personnel times.

How do we record a Overtime?
Overtime approvals can restrict the amount and the exact point in time when working time is recognized as "overtime." The type and amount of overtime compensation also depends upon this criteria. The normal working time of an employee is used to determine overtime. Normal working time can also be calculated according to the specific time periods used to perform weekly or monthly overtime calculation analyses.

What is Attendance & Absences Counting Rule?
Att Counting Rule:

Statement that determines deduction days/hours and payroll days/hours from attendance days/hours. An attendance counting rule is made up of several attendance counting rule items. *-- Sree

What is the difference among work schedule, daily work schedule and work schedule rule?

Work schedule: The work schedule define an organisation works timetable, and contains information on working and break times for group of employees.

Daily Work Schedule: It defines the start and end of working time of the day.

Work Schedule Rule: WSR defines the period work schedule in more details. The Employee Subgroup, Personnel Subarea for workschedules and Public Holiday calener are taken into account.

What is counting rules?

Counting Rule for Abs/Attn. - Specifies conditions that must be fulfilled for counting rule to be chosen, and specifications that decide how the attendances/absence are counted to determine the payroll days or hour.

What is time quotas?

Time Quotas. - It is related to absence and attendance.It is required at the time of grouping of 'Employee subgroup for Time quota' and 'Personnel Subarea for Time quota'.

Is absence/attendence quotas are part of time quotas?

Yes.

What is TMW & what are its functions?

Time Manager's Workplace is the option for time administrators to enter the time datas, it is mainly for maintaining the time events in decentralized. Using intutive ID they will enter the time events and also absences, OT.

What is Rounding Rule?

It is a rule to round the absence and attendance hours which will be attached to Counting Rule and then assign to Deduction Rule.

What is Quota deduction?

Quota deduction is the deduction of employee's absence from the entitlement for any base period.

What is Quota Compensation?

Quota Compensation is how the quota is compensated either by off or by encashement.

Fashion stars cost

Details About Time Types

What is the importance of time types in time evaluation? How time evaluation creates time types? What are the tables or the info required to create time types?

Time types play an importatant Part in Time Evaluation:

1) They help in creating the TIME ACCOUNTS for the employee Once the Time evaluation is run we get time wage types which are set to payroll for calculation of rumuneration for the employee and also we get Time types which are used to show time accounts (with the help of Time balances) for the employee.

Time types store time balances.....

Let me give you an example:

Say time type-0002 (Periodic balance)

If a particular employee worked 10 hours. In a day that 10 hours is stored in ZES (Daily Balance) AND Total cumilation for the whole month say 200 hours in SALDO (Monthly Balance), the whole balances are Put in a Time Type.

V_T555A - used to view time types for a particular period.

These time types are stored in cluster B2

There is one more thing like, Time types and the Processing types are combined to form Pair which is used to calculate over time, form absence pair, attendence pair etc. You can see in detail if you go to T555Z (Time type determination).

IPL having problem with dollar increase
Integration of SD and HR
Is there any integration between SD module and HR module?
1) Primary Relationship : Enterprise Structure : the highest level of the HR module is Enterprise Structure and this is the base for every module.
While implementing SAP for the companies all the consultants of various modules sit together and identify the elements of enterprise structure from their point of view and form a common code for their various terminlogies.
Let us say Personnela Area :::::::: Human Resource
Plant :::::::: MM and PP
Sales organisation :::::::: SD
Like this for the same area we do address with several names from different SAP Modules.
For this Common Area we take a common code let us say 1000.
So the highest level of organisation after the company code is identified.
Next to this step Our responsibility is to identify "Personnel Sub Areas"
It is a division or Department below the level of personnel area.
From SD module below the sales organisation distibution channela and divisions will come. Also the sales Areas . these are all assigned to the Sales organisation. And we know sales organisation has to be assigned to the Company Code.
Meas From HR Personnel area = Sales Org in SD
Personnel Subar = Distibution channel , Division
To identify which is the common terminology for personnel subarea, we need to identify the reporting structure of the company and its accountability at each level .
THIS APPEARS TO SIMPLE BUT SO COMPLEX.
Like this maintaining the relationship at enterprise structure level shuold be done
2) Seconday Relationship (Indirect Relationships):
Sales areas are assigned to another sales areas. Here many to many relationships are maintained rather than many to one (many Sales orgs to one company code) of primany relationships.
Here we should be very keen From H R point of view to identify personnel sub areas.
At the same time we should keep in mind the functionality of cost center also while framing the structure .
3) Employee relationships :
HR Point of view:
Once we identify the employee groups in the company like permanent, contracts, temporary , trainee etc., we do focus on Employee Sub Groups.
SD Point of view :
If the employee is at TRAINEE or PERMANENT or TEMPORARY has to be decided and accordingly should be assigned on recruitment at org assignemnt infotype 0001.
We aslo know that infotype 0900 may also be initiated for maintaining the master data of employee at PA 30 to assign sales organisation,Sales Office, Sales Groups to each employee.

4) Recruitment : We at HR have to identify the position and declare it as vacancy then we can recruit as per our procedure as every body knows.
Other wise go to the transcation code PAL1 and creat sales representative and assign him to respective org div through 0001 infotype. PAL3,PAL4 also may be useful.
Like this at enterprise structure and employee structure HR and SD share common ideas.

Q: Where can we see the integrations is switch on, is there a table?

A: Use T77s0 for PLOGI ORGA.

Q: Can u tell me how to find the UGR of an country?

A: To find User Group, Go to System -> User Profile -> > Own Data ->> Parameters -> UGR IMG > Personnel Management > Personnel Admin > BasicSettings> User Parameters

Q: How can we give abscence quota's for a group of employees.

A: I known that by running the report RPTQTA00 we can give but what are the customizations we have to do in IMG

Q: Creation of wage type

A: See you can create wage type in> PM----PA----Payroll dat----basic> pay----wagetypes---create Wt catalogue./ Wage> type group>
For running a payroll you need to create a payroll areas and that you need to fine with client about his requirement.

Q: I want the T-code of that window where it asks for evaluation path. I want to generate the report in OM.

A: Transaction S_AHR_61016529 or program RHNAVIG0.

Q: How to find the UGR of an country?

A: An UGR would be only to users, as thename indicates is a User Group and is not related to a country.If you want to find the user group of a person, then you can go to: System->User Profile->Own Data-> Parameters.Here you can find the UGR settings for the user.

Q: Do you want to know the country grouping (molga)

A: Then see "Mol" in *System->User Profile->Own Data->Parameters screen
If you are looking for Usergroup then See UGR An UGR would be only to users, as the name indicates is a User Group and is not related to a country.If you want to find the user group of a person, then you can go toSystem->User Profile->Own Data-> Parameters.Here you can find the UGR settings for the user.

Q: I have to create a root organisation unit in Development system. Now I want to transport the changes to Test and production system. The Transport settings in The IMG is 'X' that no transport request should be generated. So, is it advisable to change the settings to blank and then develop the transport request and arrange the settings back to normal once the transport request is generated for PPOCE.

A: If you only need to create one root object, it's simpler to do it manuallly in all three systems. Don't forget to check the range number in all the systems, though.

Q: Or is there any other way to transport the changes made in PPOCE or shall I do that

manually in every system. I have to only create a Root organisational unit with same object Id in all the systems.

A: Just find with the basis consultant he will make it for you. Give sugestion becoz generally we release the transport request in dev. server from there the basis consutlant will transport to QAS and production server. There are so many transport request goes to system. So if it get jam. You can tell your basis consultant to restart server. Then it will be clear.

Q: I need to execute one scenario. "Coordinators will try to book one employee for one business event, but on that day he will be on leave", what should be the process incase I need to see that the person is not booked.

A: For checking whether the person is booked or not, go to transaction psv1

Q: Can somebody explain me with examples about the following terms?
- Staffing Status
- Staffing Percent
- Percentage Approved
- Percentage Reserved

A: This is reg your 4 terminologies staffing status is related to "position" in OM as vacancy, or no vacancy or obselete etcstaffing percentage is related to a particular personnel no . Its stored in Relationship table HRP1001. You can understand that some % of working time is spent in specified position.the other 3 terminologies "percentage approved and "percentage reserved" to be explored.

Q: First of all we wanna tell you what we are doing step by step. After logon process, we entered the transaction code PM01 to access "Create InfoType" screen. Then we selected the tab "SingleScrn" to generate new objects into existing infotype. To do this, we entered "0005" as infotype no and "YU" as infotype version for Serbia. And then we just clicked on the button "Generate Objects" which exists right hand side of the screen.We got the error message "HCMT_BSP_PA_YU_R0005 does not exist".

A: IT0005 is a standard IT and already exists, you cannot CREATE it. If you want to create a customer infotype, it has to start with 9*.

Q. I just wanted to know that when I am recruiting some body, I am generating his personal no also. Then I want to give him a training also. Now I just want to create 2 scenarios to clear my doubts.
1--How to create a time schedule for 1 day training where when the breaks, working hours does not coincide with the training time and the person is also booked .
2--How to create another time schedule that is coinciding with the training time and the person is not booked. What are the steps in time management, so that I can understand by both the scenarios why a person is booked and when he is not booked.

A. No need of time management. while creating an event you will be creating time schedule in the box select user defined where you can define different timings for different days with intwervals like weeks , months for this just select multiple.

Q. I need to ask you that while I am trying to book one person in training for a business event type, they are saying that this person is not available for the business event. Why is it so? But that I can book a user for the same business event type. What is the differense between user and person? Now in case if I book a person for the business event, how can I see whether that person is available for that date or not. Moreover how can I see that that person is on leave or not.

A. Create a new calendar in time mgt. with open days.means without any holidays and assign it in

trng and evnt mgt. and remove time integration. To check for an employee leave or not just pa20 infotype 2001.(absence)

Q. About time managemnet. Now I am trying to book person, but I have to see whether this person is on leave or what about the break schedule so that I can give training. For this purpose I am starting again. I am recruiting 2 person, generating 2 personnal no, then prepare the infotype about time and create 2 scenarios to see that in 1 case the person is booked for training (because time schedule is not coinciding wiith the training period) and I want to create another scenario where I can see the person cannot be booked (time period coincides with the training period of only 1 day.) What are the steps of time management about both the scenarios.

A. For checking whether the person who is going on leave or who has gone on leave, to find out just got to pa20 and enter infotype 2001 absence where you will be checking whether this guy is on leave or not. If he is ill go onleave so the data will be stored in this infotype.

Q. There is 1 person but its displaying that this person cannot be booked. He is not available for the business event. Can you tell me where is it going wrong? What can be the reasons?

A. You should be able to book for all persons but it showing only for one person means you need to check infotype 2001 and his workschedule. If it showing for all the persons, just follow as below:
Create a calendar with open days means without any holidays and assign in Training and Event Management --> Basic Settings --> Controling days off --> Specify Factory Calendar in this thru drill down/check box select the calendar which you have created in time mangement without any holidays and try out if again. If it shows the same message then remove time integration.

Q. I have a certain group of employees who have vacation exceptions. The company does not want to create additional PSA/PA to enable me to put them in their own PSA Grouping for time quota types. Can I use IT2012 to bring in the exception hrs and then add this value to their accrual as defined in config. Because of this they will accrue vacation time at a higher rate. Is this possible? Combining config settings and schema to accrue leave. If I could put them in their own separate PSA grouping for time quota types it would be easy for me as I would not permit generation of quota during time eval. And then do this in the schema. Any suggestions?

A. Schemas allows you to move, delete, copy and insert lines in line editorcommands.here you can enter the commands and entered in the area used forthe line numbers. You can overwrite any of the numbers with the commnds. Sub-shemas are called by the copy commnad.

Q. I just wanted to know that when I am recruiting some body, I am generating his personal no also. Then I want to give him a training also. Now I just want to create 2 scenarios to clear my doubts.
1--How to create a time schedule for 1 day training where when the breaks, working hours does not coincide with the training time and the person is also booked .
2--How to create another time schedule that is coinciding with the training time and the person is not booked. Show me the steps in time management , so that i can understand by both the scenarios why a person is booked and when he is not booked

A. If you want the know the working hours for checking this just goto pa20 select personnel number then selet for 0007 infotype. Click display and then click for workschedule icon which is available on top. You will find the work timings on the day you require just select and thru chek box you can find his timings.

Q. What is a BSP application?

A. BSP (Business Server Pages) in the new dimension in SAP where by webapplication can be built. BSP uses HTML for the presenation and ABAP for the business logic. As an option there is also the Java flavour using JSP.BSP applications are far better than the old IAC's (Internet applicationcomponents) deliverd vide the ITS where the display format is kind of fixed.In SAP HR the new appriasal system used BSP.Well this is only basic information. You may wish to use the MBS (WASversion) to try and developed a simple application using BSP.

BSP is a set of pages that represent a user interface (layout and page flow definition). The layout part of a page normally contains ABAP or JavaScript code which is inserted into the HTML structure. They can contain server-side scripting code in either JavaScript or ABAP. BSP applications use all the conventional ABAP technologies, such as Open SQL and internal tables, allowing developers to create Web pages quickly. This enables existing SAP logic, data structures, and interfaces to be directly used in Web applications.

Q. What are the difference between : Retroactive Accounting Period, Earliest Retroactive Accounting Period!

A. Retroactive Acc Period: The retroactive accounting period refers either to an individual employee or to a payroll area. The earliest possible retroactive accounting period is specified for a payrollarea. The system also takes into consideration the employee's initial entrydate.

Earliest Retroactive Acc'g Period: The period furthest back in the past for which it is still possible toperform a retroactive accounting run. This means that retroactive accounting takes place for a period for which payroll has already been performed.

Q. How to write a variable breaks. For example in a manufacturing unit 50 employees are working, all the 50 employees will not take a break at a time, so 25 people will take a break around 11:00 to 11:30 and another 25 people will take a break around 11:30 to 12:00.

A. Variable or flexi break means if you are fixing the break as10.00-12.00 and saying that only 30 min break then they can take a break of 30 min at any time in between 10:00-12:00.

In config, under time managemnt and then work schedules, go to break schedules and create two break schedules (1) 11-1130 and the other for 1130-1200. I think each will have its own DWS. In this case for break schedule 1, the DWS will be 8000 and for break two it will be 8001. Create work schedules for each and assign to the relevant group of employees. This is the solution I could think of.

Q. Is it possible to implement hr without fico in any company? If yes, then who will create the company and other things in enterprise structure. if my company is implementing only hr without fico and hr also only personal administration is it possible? Actually my client querieing me that whether is it possible only to maintain the employee details as he got other accounting packages like tally.

A. It is very much possible to implement HR(PA) without FICO. But it sounds very odd that the company wishes to implement only HR & that too only PA. What about other modules ? If you want other modules like MM / SD you will definitely require FICO. Utilitiwise its really absurd if some company only want to use HR(PA).

It is not madtadtory to have FI/CO or other module while implementing HR but it is required to maintain the min. config while going for the HR whereever having the integration. So the basic config such as company code, cost centre, Business Area, etc. may be maintained by the consultation of FICO counter part

For the second part of your question, YOU, the HR guy, will create minimum information in FI and

maybe CO (company code, maybe cost centers). Just create an IMG project for PA HR, and the needed basic FICO activities will be included.

What are:
1. cost center and work center.
2. personnel area(WERKS) and personnel subarea.
3. Retrocalculating Account.

1) **Cost Center** is for assigning Symbolic acounts related for Posting in GL Accounts and Work center is related to specific work area as Utilities, Boiler section, Processing section and Others you can assume.

2) **Personnel Area** is an exact Geographical Location under which the comp decides to run their Processing and Personnel ares are all as the Departments in an Hierarcheal Structure which are divided for TIme mgmt, Payroll as PS grouping.

3) **Retrocalculating Account.** First it is not Retrocalculating Account and it is the payroll which is the running in this month has to carry any earliest payroll for balancing and controlling the payments for an emp for and can be used while paying any Bonus or advance.
[/b]

Q: We are in the service industry and have employees working in multiple cities on the same day. The system seems to allow one taxing authority per day. But the taxing authority needs to be picked up from the Service Order ideally . Can we achieve this?
A: You can create multiple infotypes 0208 (work tax area) for the same employee and the same day. Use the 'allocation percent' field . There is no integration however between time management and the work tax area. You may copy infotype 0208 to IT 9208. Infotype 0208 may be used to store the default work tax area and IT 9208 may be used to store the multiple work tax area. Create IT 9208 based on data from your external time management system.

Q: We use clocking machine for recording employee clock-in/out . All the data is stored in a 'flat' file which is supposed to be uploaded into SAP. When tried to open and read the flat file using OPEN DATASET and READ DATASET commands, the Sy-subrc value returned is 8 and the error message 'the specified file not found' is displayed. We checked the path and the file is in the correct location. What is missing?
A: Check the path once again. Check the upper and lower cases. Define you parameter file name like filename-fileextern. Depending on the place where the flat file resides, the procedure varies. OPEN DATASET is used for upload of file from the host system. If your flat (text) file is on the PC, you can use the function WS_UPLOAD which will upload your text file into an internal table. This internal table data can be loaded into SAP. The syntax is as follows:

```
CALL FUNCTION 'WS_UPLOAD'
EXPORTING
FILENAME = pcfile
IMPORTING
FILELENGTH = fileleng
TABLES
DATA_TAB = internal table name
```
Please note that you have to specify the pcfile of length 128.

Q: We want to make a copy of an organizational structure from one plan variant to another. This copy should include all assignments like purchasing groups to organizational units made in PFOM . Can we do this?
A: Make sure that the plan number is established through the IMG. (And that it is not the active

plan.)
Go Human Resources -> Organizational Management Tools -> Plan version -> Copy.
It runs RHCOPL00. All or any portion of the plan maybe copied and manipulated and then copied back in to the active plan.

Q: We have a requirement to calculate leave entitlement at the anniversary year not calendar year. The leaves have both paid and unpaid components. The paid component is based on time worked. The unpaid component is based on years of service. Leave taken is reduced from both entitlements depending on employee's request. We are using a Schema based on TM04 which calls Cycles TS15, TS10. What is th ebest way to handle this?
A: You can use field 'DAUER' for seniority based vacation entitlement in the VAC01->VAC99 features. Time worked is not part of the feature structure (PME03). However you may create your own source code to make a decision on any field even if it does not belong to the feature structure. Check feature VAC01.

Q: We have multiple ORGs as we have many subsidiaries of our Parent company. These subsidiaries are defined as ORG and are assigned an ORG-ID. Within each ORG, we have Divisions (e.g. Human Resources, Finance, Materials etc.) and within each division we have Departments (e.g. Payroll, Labor Relations, etc.). We plan to use Personnel Development(PD). What is that we have to consider in this case?
A: You have to consider how the company wants to see its reports while designing the HR organizational structure in PD. You have address the question: for headcount or regulatory reports to which level does the company need to report, to the division, department, group or team level. You have to design the SAP organizational structure to support the lowest level required. Lower the more levels of detail, the more maintenance required.

Q: How can we configure the options for the Assgn Form. No. field on Infotype 210. It is the alternate formula to assign tax field and we have been unable to locate the table in the IMG to edit the options.
A: Options for the BSI Tax Formula can not be configured.
Possible entries are available in BTXFORM, and they depend on the 'tax authority' (BTXAUTH) and the 'tax type' (BTXTAXT). Use data dictionary to check existing entries. This data comes from BSI. Tax calculations are done in the
BSI programs (via RFC from the USTAX function in the payroll schema).

Q: We are using the US HR/PAYROLL module. We are able to create the entry to credit the accrued payroll account. But our check writing process does not produce any accounting entries when we create a pay check or run our EFT process(RFFOUS_T). Should RFFOUS_C produce an accounting entry to debit the payroll payable account and credit the cash account ?
A: RFFOCUS_C does not produce any accounting entries. During the FI/CO interface run , 559 wage types may be posted to your cash account

Q: We have approximately 10000 zip codes. We want to relate the eligibility group to the zip code. We do not want to create 20000 eligibility groups. Which is the best way to configure basing eligibility for HMO's on zip codes?
A: Try to group the zip codes by the HMO's they belong to. Then create benefit groups and programs for the unique combinations. You can create as many benefit groups as required and use the employee zipcode to select the benefit group the employee is eligible for. You may also look at user exit 2.

Q: We are using the PAI user exit in MP000800 screen 2000 to modify the BET01 field. After modifying the value, the value is not re displayed. However the updated value is saved on commit. Why the value is not displayed after modification?
A: Yes. It is True. You may have to apply OSS .