

Technical Document - Workforce (HR and non-HR)

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Access Management

Roles & Access

Role Code	Role Description	Explanation
ZH_MENU_HR	HR: Menu - Solvay HR	Role menu for the application
ZH_MENU_ADMIN	HR: Menu - HR Reporting ADMIN	
ZH_MENU_NON-HR	HR: Menu - Solvay Non-HR	
ZH_PA_ALL	HR: Headcount - ALL	Application role
ZH_PA_ALL_ECO	HR: Headcount - ALL - ECO	
ZH_PA_ALL_SCO	HR: Headcount - ALL - SCO	
ZH_PA_COUNTRY	HR: Headcount - Country	
ZH_PA_EXP	HR: Headcount - Expert	
ZH_PA_EXP_ECO	HR: Headcount - Expert - ECO	
ZH_PA_EXP_SCO	HR: Headcount - Expert - SCO	
ZH_PA_GBU	HR: Headcount - Expert - SCO	
ZH_PA_LEAVER	HR: Leavers Report - Non HR	
ZH_PA_LEAVER_ALL	ZH_PA_LEAVER' with ALL scope (Solvay + Div)	
ZH_PA_LEAVER_ECO	HR: Leavers Report - Non HR - ECO	
ZH_PA_LEAVER_SCO	HR: Leavers Report - Non HR - SCO	
ZH_PA_MANAGER	HR: Headcount - Manager	
ZH_PA_NONHR	HR: Workforce Simplified Monthly - Non HR	
ZH_PA_NONHR_ECO	HR: Workforce Simplified Monthly - Non HR - ECO	
ZH_PA_NONHR_SCO	HR: Workforce Simplified Monthly - Non HR - SCO	
ZH_PA_ROBOT	HR: Headcount - Robot	
ZH_PA_SITE	HR: Headcount - Site	
ZH_PA_SITE_ECO	HR: Headcount - Site - ECO	
ZH_PA_SITE_SCO	HR: Headcount - Site - SCO	
ZH_PA_SOLVAY	HR: Headcount - Solvay	
ZH_PA_SOLVAY_ECO	HR: Headcount - ECO	
ZH_PA_SOLVAY_SCO	HR: Headcount - SCO	
ZH_PA_WORKFORCE	HR: Headcount Workforce (no Employee Details) - Non HR	
ZH_PA_WORKFORCE_ECO	HR: Headcount Workforce (no Employee Details) - Non HR - ECO	
ZH_PA_WORKFORCE_SCO	HR: Headcount Workforce (no Employee Details) - Non HR - SCO	
ZH_PROM_EXP	HR: Promotions - Expert	
ZH_PROM_EXP_ECO	HR: Promotions - Expert - ECO	
ZH_PROM_EXP_SCO	HR: Promotions - Expert - SCO	

Authorization Objects

List of authorization objects mandatory for the application.

Authorization object	Explanation
C_BUSUNIT	Business Unit
C_CNTRYHR	Country
C_LOCAGRP	Site(Obsolete)
C_MGRID	Manager
C_HRPO2	PO2 flag

Data flow

Overview

It's an overview of the workforce at the level of employee, calday.

Data flow

[blocked URL](#)

EC dataflow:

C_USERID, C_PERSNID -> CPHRECHDT -> ABHRECHDT -> ABHRHDCME -> CV_HR_HDCT_MONTH -> CV_HR_HDCT_EVENTS -> CV_HR_HDCT_EVENTS_TIME -> CPHRPAHDM

Please see the [data flow](#) of the composite provider CPHRPAHHR(Headcount and Event Monthly Non HR) generated from Performer Suite.

Please see the [data flow](#) of the composite provider CPHRPAHDM(Headcount and Events Monthly) generated from Performer Suite.

People Engagement Journey (PEJ) Project - Main Enhancements

1) Transformation from "Headcount EC" (ABHRECHDT) to "Headcount per Month EC" (ABHRHDCME)

End Routine:

- INCLUDE zbw_employee_mid_point.
 - Mid Point (C_MIDPNT and K_MIDPNT).

- INCLUDE zbw_employee_bonus (outside the scope of PEJ Project but developed as part of it due to transports convenience).
 - Charges on salary (K_SALCHRG).
 - Charges on bonus (K_BNSCHRG).
 - Non Payroll Finance (K_PAYFI).
 - Target Percent (C_TGTPCNT and K_TGTPCNT).
 - Total Employee Cost (K_TEC_L).
- INCLUDE zbw_employee_scope_of_control.
 - Number of Direct Reports (C_DIRCREP).
 - Total Team Size (C_TEAMSZ).
 - Organizational Level (C_ORGLVL).
- INCLUDE zbw_hdct_personal_details.
 - Manager (Yes/No) (C_ISSUPER).
 - Address (C_LNGADDR).
 - Birthplace (C_BIRTHPL).
 - National Identity Number (C_NATNLID).
 - Global Assignment Attributes:
 - Assignment Type (C_ASGTYP).
 - Assignment Policy (C_ASGPOL).
 - Assignment Start Date (C_ASGSTDT).
 - Assignment Planned End Date (C_ASGEDDT).
 - Social Security Secondment (C_ASGSOSS).
 - Assignment Split Payroll (C_ASGSPLP).
 - Personal Phone (C_PERSPHN).
 - Professional Phone (C_PROFPHN).
- INCLUDE zbw_employee_assessment_score.
 - Assessment Score (C_ASSCORE).
- Withdrawn / on hold:
 - Bank Account (C_BANKNHR).
 - Social Security Number (C_SOCSECN).

2) Transformation from "Payroll Data" (APHRPY01) to "Headcount per Month EC" (ABHRHDCME).

- Total Employee Cost (K_TEC_L).

```

Method PROCEDURE Active
1  METHOD PROCEDURE BY DATABASE PROCEDURE FOR HDB LANGUAGE SQLSCRIPT OPTIONS READ-ONLY USING /BIC/ABHRHDCME2.
2
3  var_dso = SELECT "/BIC/C_USERID", CALDAY, "/BIC/K_SALCHRG", "/BIC/K_TGTPCNT", "/BIC/K_BNSCHRG", "/BIC/K_PAYFI"
4             FROM "/BIC/ABHRHDCME2";
5
6  OUTTAB = SELECT
7             i."/BIC/C_USERID",
8             i."CALDAY",
9             i."RECORDMODE",
10            i."/BIC/C_PERRRNS",
11            i."/BIC/K_ANSAL_L",
12            i."CURRENCY",
13            i."/BIC/K_ANSAL_L" * (1 + d."/BIC/K_SALCHRG" + (d."/BIC/K_TGTPCNT" * (1 + d."/BIC/K_BNSCHRG"))) * (1 + d."/BIC/K_PAYFI") AS "/BIC/K_TEC_L",
14            i."RECORD",
15            i."SQL_PROCEDURE_SOURCE_RECORD"
16  FROM :INTAB i
17  LEFT OUTER JOIN :var_dso d
18  ON i.CALDAY = d.CALDAY
19  AND i."/BIC/C_USERID" = d."/BIC/C_USERID";
20
21  ERRORTAB = SELECT '' AS ERROR_TEXT, '' AS SQL_PROCEDURE_SOURCE_RECORD
22  FROM DUMMY
23  WHERE DUMMY <> 'X';
24
25  ENDMETHOD.

```

3) Transformation from InfoSource "Spliced C_USERID and C_PERSNID" (IFS_HR_PA_02) to "Headcount EC" (ABHRECHDT).

- End Routine
 - INCLUDE zbw_employee_current_status.
 - Current Employee Status (C_EMPLSTC).

4) Transformation from CompositeProvider "Load C_USERID" (CPHRUSERID) and InfoObject "UserID (Employee)" (C_USERID).

- End Routine
 - INCLUDE zbw_employee_userid (existing code prior to PEJ Project).
 - INCLUDE zbw_employee_userid_score.
 - Assessment Score (C_ASSCORE).
 - INCLUDE zbw_employee_market_reference.
 - Position S-Grade (C_SGRADEP).
 - Market Reference (C_MARKTPR) - Deprecated as the source system did not provide values for this field
 - Pay Range (C_PAYRANG)
 - Compa Ratio (C_COMPRAT)

5) BW Queries

- [BW_QRY_CPHRPAHDM_0001] Workforce
 - [BW_QRY_CPHRPAHDM_0002] People at Solvay
 - [BW_QRY_CPHRPAHDM_0003] Leavers Report
 - [BW_QRY_CPHRPAHDM_0004] Workforce (no Employee Details)
 - [BW_QRY_CPHRPAHDM_0005] People at Solvay - Global
 - [BW_QRY_CPHRPAHDM_0006] People at Solvay All Access
 - [BW_QRY_CPHRPAHDM_0007] Salary Information
 - [BW_QRY_CPHRPAHDM_0008] Hirings
 - [BW_QRY_CPHRPAHDM_0009] Global Assignment
 - [BW_QRY_CPHRPAHDM_0010] Terminations
 - [BW_QRY_CPHRPAHDM_0011] Workforce - sensitive
 - [BW_QRY_CPHRPAHDM_0012] Leavers Report - Global
 - [BW_QRY_CPHRPAHDM_01] WF OpenHub query
 - [BW_QRY_CPHRPAHDM_02] WF TCE OpenHub query
 - [ZTEST_CPHRPAHDM_02] test
 - [ZTEST_GR_LEAVERS] Leavers Report
 - [ZTE_BW_QRY_CPHRPAHDM_0001] Workforce

- CompositeProvider **CPHRPAHDM**
 - HANA View **Solvay_HR.PA.VIRT/CV_HR_HDCT_EVENTS_TIME**
 - HANA View **Solvay_HR.PA.VIRT/CV_HR_HDCT_EVENTS**
 - HANA View **Solvay_HR.PA.VIRT/CV_HR_HDCT_MONTH**
 - DSO "Headcount Employee Central" (**ABHRHDCME**)
 - DSO "Headcount SAP" (**ABHRHDCMS**)
 - HANA View **Solvay_HR.PA.VIRT/CV_HR_ACT_EVT**
 - HANA View **Solvay_HR.PA.VIRT/CV_HR_ACTIONS**
 - HANA View **Solvay_HR.PA.VIRT/CV_HR_EVENTS**

- [BW_QRY_CPHRPATRCKCH_0001] Internal Moves
 - [BW_QRY_CPHRPATRCKCH_0002] Internal Moves Non-Sensitive
 - [BW_QRY_CPHRPATRCKCH_0003] Promotions

- CompositeProvider **CPHRPATRCKCH**
 - CompositeProvider **CPHRPAHDCTCH**
 - HANA View **Solvay_HR.PA.VIRT.CV_HR_TRACKING_CHANGES**
 - HANA View **Solvay_HR.PA.VIRT.CV_HR_ECHDCT_CHANGES**
 - DSO "Headcount for Reporting" [**ABHRHDCTR**]
 - DSO "Personnel Actions (SAP) Reporting" [**ABHRPA01R**]
 - DSO "Headcount EC" [**ABHRECHDT**]
 - HANA View **Solvay_HR.PA.VIRT.CV_HR_EVENTS**

6) Snapshots

- DSO "Workforce Snapshots" (**ABHRSNAP1**)

Reporting

Query	
BW_QRY_CPHRPAHDM_0001	Workforce
BW_QRY_CPHRPAHDM_0002	People at Solvay
BW_QRY_CPHRPAHDM_0003	Leavers Report
BW_QRY_CPHRPAHDM_0004	Workforce (no Employee Details)
BW_QRY_CPHRPAHDM_0005	People at Solvay - Global
BW_QRY_CPHRPAHDM_0006	People at Solvay All Access
BW_QRY_CPHRPAHDM_0007	Salary Information
BW_QRY_CPHRPAHDM_0008	Hirings
BW_QRY_CPHRPAHDM_0009	Global Assignment
BW_QRY_CPHRPAHDM_0010	Terminations
BW_QRY_CPHRPAHDM_0011	Workforce - sensitive
BW_QRY_CPHRPAHDM_0012	Leavers Report - Global
BW_QRY_CPHRPAHDM_0001	Workforce Simplified
BW_QRY_CPHRPAHDM_0002	Workforce - Onboarding

Dependencies with other applications

List of OpenHub

Open Hub	Source	Target Application
OH_BSA	BW_QRY_CPHRPAHDM_01	Employee Central
OH_HR_WF	BW_QRY_CPHRPAHDM_02	Anaplan

QV Query: QV_BW_QRY_CPHRPAHDM_0001

Data loading

Main Process Chain	Final Info Provider	Frequency	Start Time	Duration
PC_HR_PA_E0	ABHRECHDT, ABHRECEVT, ABHRHDCME	Daily	~20:30pm CET	~3.5h
PC_HR_PA_32	ABHRSNAP1	Monthly(7th workday, BE factory calendar)	~4:00am CET	~2min

Data Quality Controls

Data comes from SAP system. To compare data between BW and sources systems, check propagation layers.

Operational Documentation

Procedures

<Describe the recurring procedures needed to operate the application (eg. start/pause/terminate/restart the app processes, data preparation, data ingestion, ETL, data visualization, data export, other manual activities)>

Scheduling

<Describe the scheduling in place for the application (eg. existing jobs, trigger time/event based, dependencies)>

Monitoring

<Describe the monitoring checks to confirm the application is performing well (eg. check the overall status, check performance metrics like runtime /data volume/memory/disk/CPU, maintain and react to alerts/notifications)>

Error Handling

<Describe how to handle errors (eg. error codes, description and respective resolution, alert users)>

Known Bugs

<List the existing bugs, its criticality, workarounds and resolution plan.>

Roadmap

<List past & future evolutions for the application (including links to MED/FSD/TSD)>