

Technical Documentation - Compensation

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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_COMP_ALL	HR: Compensation - ALL	Application role
ZH_COMP_ALL_ECO	HR: Compensation - ALL - ECO	
ZH_COMP_ALL_SCO	HR: Compensation - ALL - SCO	
ZH_COMP_COUNTRY	HR: Compensation - Country	
ZH_COMP_EXP	HR: Compensation - Expert	
ZH_COMP_EXP_ECO	HR: Compensation - Expert - ECO	
ZH_COMP_EXP_SCO	HR: Compensation - Expert - SCO	
ZH_COMP_GBU	HR: Compensation - GBU	
ZH_COMP_MANAGER	HR: Compensation - Manager	
ZH_COMP_SITE	HR: Compensation - Site	
ZH_COMP_SITE_ECO	HR: Compensation - Site - ECO	
ZH_COMP_SITE_SCO	HR: Compensation - Site - SCO	
ZH_COMP_SOLVAY	HR: Compensation - Solvay	
ZH_COMP_SOLVAY_ECO	HR: Compensation - ECO	
ZH_COMP_SOLVAY_SCO	HR: Compensation - SCO	

Authorization Objects

List of authorization objects mandatory for the application.

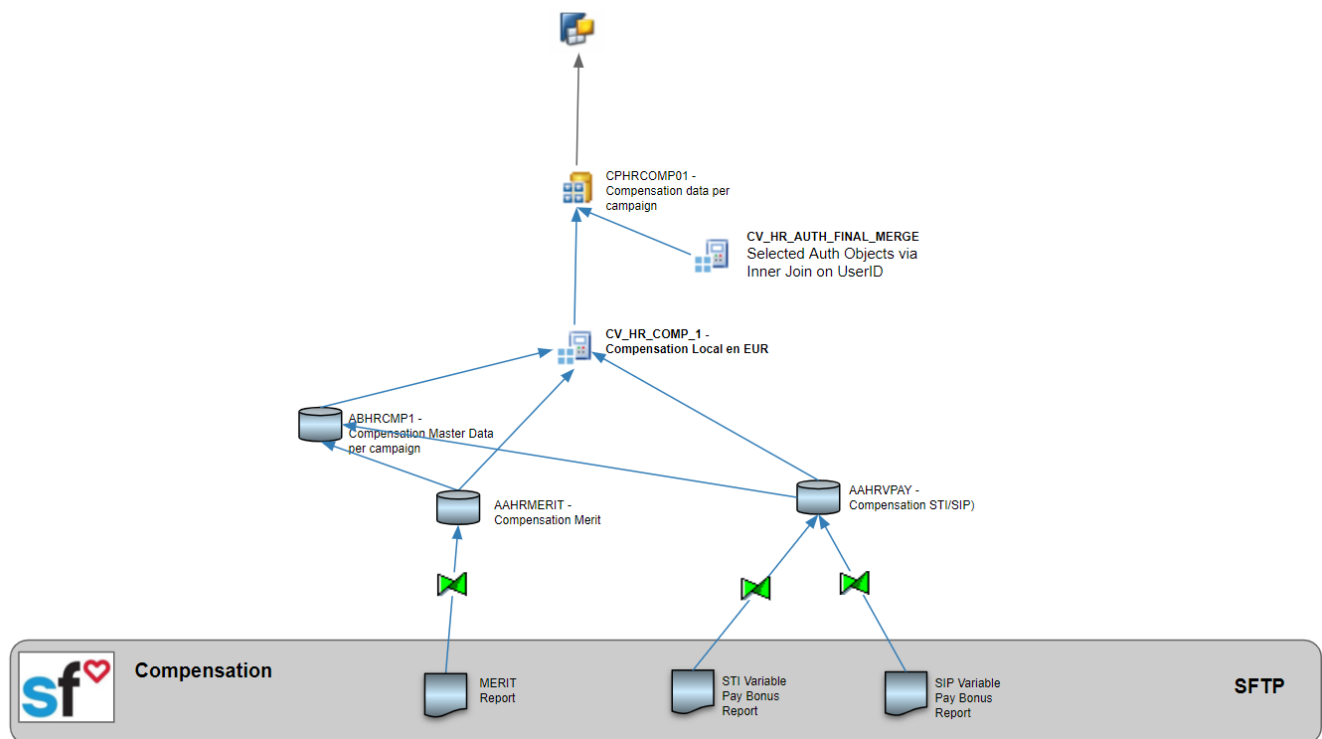
Authorization object	Explanation
C_BUSUNIT	Business Unit
C_CNTRYHR	Country
C_LOCAGRP	Site(Obsolete)
C_MGRID	Manager
C_HRPO2	PO2 flag

Data flow

Overview

It's an overview of the yearly compensation campaign.

Data Model



Remote Source: RS_HR_SFTP_COMP

- Merit
- SIP
- STI

The tables: Merit, SIP, STI should be placed in the schema: EASYCOMP

Source Name:

RS_HR_SFTP_COMP

Adapter Name:

SFTPAdapterDatastore

Type filter	
Property name	Value
▼ FileAdapter Configuration	
▼ File Format Configuration	
Format *	Flat Files
Skip Error Handling *	false
▼ Error handling	
Log data conversion warnings	true
Maximum warnings to log	Not applicable
Capture data conversion errors	false
Capture row format errors	true
Capture string truncation errors	false
Maximum errors to stop processing	Not applicable
Write error rows to file	false
Error file root directory	Not applicable
Error file name	Not applicable
▼ SFTP Configuration	
Host	prodftp2.successfactors.eu
Port	22
Hostkey Fingerprint	64:8e:dd:b1:2c:90:8e:5a:8b:b7:d9:93:6d:43:70:18
Authentication Type	Password
Connection Retry Count	
Connection Retry Interval	
Remote File Format Directory	/compensation
Enable additional logging	false

Data flow:

- DTS_HR_EASYCOMP_MERIT AAHRMERIT
- DTS_HR_EASYCOMP_STI, DTS_HR_EASYCOMP_STI AAHRVPAYN
- DTS_HR_EASYCOMP_STI, DTS_HR_EASYCOMP_STI AAHRVPAY
- AAHRMERIT ,AAHRVPAYN ,AAHRVPAY ABHRCMP1 CV_HR_COMP_1

The steps of implementing the changes for compensation for a new year:

1. Manually add the lines in the InfoObject: C_CMPTEMP, the compensation template name should be same as the one in source CSV file

Compensation Template Name	Compensation Campaign Start date
Merit Review 2020	01.03.2020
Merit Review 2021	01.03.2021
Merit Review 2022	01.03.2022
SIP	
SIP 2020	01.03.2020
SIP 2021	01.03.2021
SIP 2022	01.03.2022
STI 2020	01.03.2020
STI 2021	01.03.2021
STI 2022	01.03.2022

- Adapt the config files: Merit.cfg, SIP.cfg, STI.cfg, to have the same name and order of the fields as CSV file
- Upload the config files to the directory: /compensation of the SFTP host: <https://prodftp2.successfactors.eu>
For non production environment, please use the account:30886T, and for production, use 30886P..
Please contact Saints Zhang for their password.
- Check the virtual tables in the remote source:RS_HR_SFTP_COMP
If there is any data issue, please contact Pedro Miguel Morais
- Adapt the data source and transformation/dtp and process chain accordingly

Please see the [data flow](#) of the composite provider CPHRCOMP01(Compensation data per campaign) generated from Performer Suite.

Reporting

Query	
BW_QRY_CPHRCOMP01_0001	Compensation - MERIT data
BW_QRY_CPHRCOMP01_0002	Compensation - Variable Pay data
BW_QRY_CPHRCOMP01_0003	Compensation - Progress Status
BW_QRY_CPHRCOMP01_0004	Compensation - Master data

Data loading

Main Process Chain	Final Info Provider	Frequency	Start Time	Duration
PC_HR_COMP_00	AAHRVPAY, AAHRMERIT	Every six hours during the campaign period	~1:00am CET	~5 min

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)>