

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)

The screenshot shows the SAP Transformation Studio interface for a transformation from 'Headcount EC (ABHRECHDT)' to 'Headcount per Month EC (ABHRHDCME)'. The interface is divided into two main panels: 'Source' and 'Target'. The 'Source' panel lists various fields from the source system, and the 'Target' panel lists fields from the target system. Lines connect the source fields to their corresponding target fields, illustrating the data flow. The source fields include employee status, hire date, seniority, job classification, location, supervisor, pay grade, payroll number, position, S-grade, currency, incentive plan, current employee status, annual salary, employment percentage, FTE, age, seniority, headcount, calendar year/month, and calendar month. The target fields include incentive plan, target percentage, mid point, total team size, direct reports, organizational level, manager status, address, birthplace, bank account, national identity number, social security number, assignment type, assignment start date, assignment planned end date, assignment policy, social security secondment, assignment split payroll, personal phone number, professional phone number, headcount last, FTE last, age last, seniority last, annual salary last, currency key, charges on salary, charges on bonus, target percentage, non pay-roll finance, mid point, and total employee cost (local). The interface also shows a 'Transformation' tab at the top with the name 'ADSO ABHRECHDT -> ADSO ABHRHDCME' and a 'Runtime Status' of 'Only ABAP runtime is supported'.

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_PERSNRNS",
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)>