

# Technical Document - Promotion

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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_PROM_EXP	HR: Promotions - Expert	Application role
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.

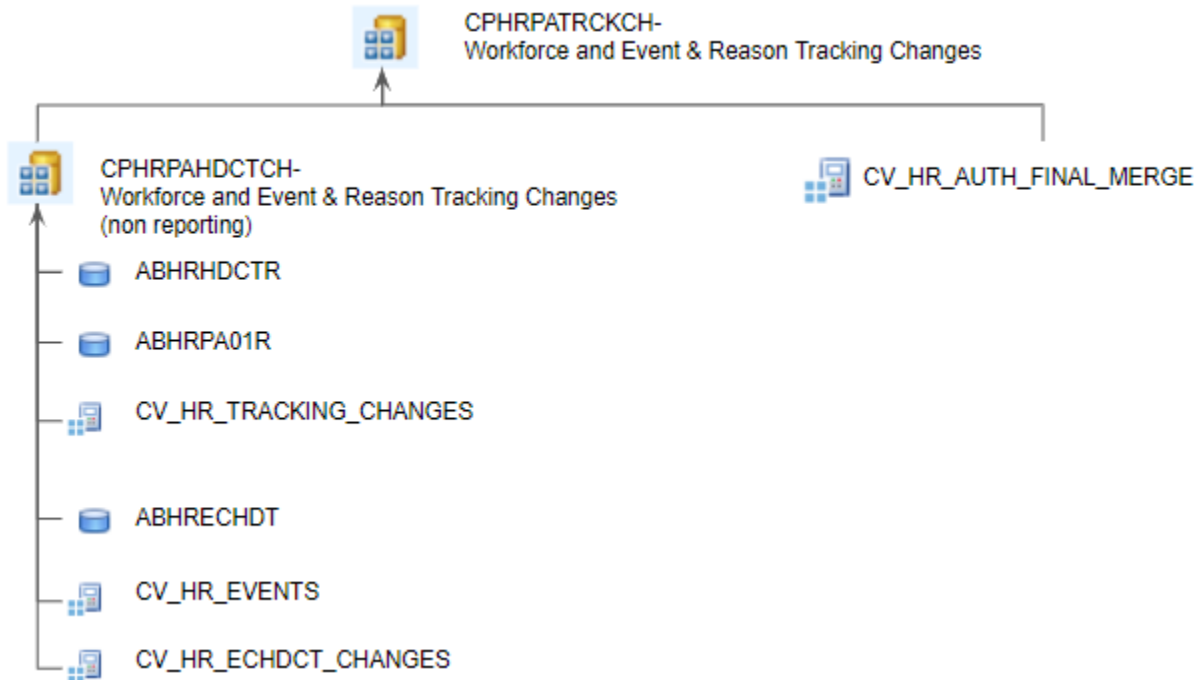
Authorization object	Explanation
C_BUSUNIT	Business Unit
C_CNTRYHR	Country
C_LOCAGRP	Site(Obsolete)
C_MGRID	Manager
C_HRPO2	PO2 flag

## Data flow

### Overview

It's an overview of the salary and cost associated with the different wage types for each employee and day.

Data flow



Please see the [data flow](#) of the composite provider CPHRPATRCKCH(Workforce and Event & Reason Tracking Changes) generated from Performer Suite.

Core rules:

The main rules are implemented in CV\_HR\_TRACKING\_CHANGES(the changes of historical data from PP2) and CV\_HR\_ECHDCT\_CHANGES(the changes of data from Employee Central).

For each userId, compare the values of dimensions below of current and previous month, consider only the records with changes.

- c\_busunit
- c\_cntryhr
- c\_divisio
- c\_locagrp
- c\_comphr
- c\_jobcode
- c\_position
- c\_cstcrhr
- c\_gzone
- c\_departm
- c\_sgrade
- c\_jobfunc
- k\_ansalar\_eur
- c\_paygrad

## Reporting

Query	
BW_QRY_CPHRPATRCKCH_0001	Internal Moves
BW_QRY_CPHRPATRCKCH_0002	Internal Moves Non-Sensitive
BW_QRY_CPHRPATRCKCH_0003	Promotions

## Data loading

Main Process Chain	Final Info Provider	Frequency	Start Time	Duration
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PC_HR_PA_E0	ABHRECHDT, ABHRECEVT, ABHRHDCME	Daily	~20:30pm CET	~3.5h
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## 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)>