

Master Data Distribution (Human Resources)



HELP.CABFAALEHR

Release 4.6B



Copyright

© Copyright 2000 SAP AG. All rights reserved.

No part of this brochure may be reproduced or transmitted in any form or for any purpose without the express permission of SAP AG. The information contained herein may be changed without prior notice.

Some software products marketed by SAP AG and its distributors contain proprietary software components of other software vendors.

Microsoft®, WINDOWS®, NT®, EXCEL®, Word® and SQL Server® are registered trademarks of Microsoft Corporation.

IBM®, DB2®, OS/2®, DB2/6000®, Parallel Sysplex®, MVS/ESA®, RS/6000®, AIX®, S/390®, AS/400®, OS/390®, and OS/400® are registered trademarks of IBM Corporation.

ORACLE® is a registered trademark of ORACLE Corporation, California, USA.

INFORMIX®-OnLine for SAP and Informix® Dynamic Server™ are registered trademarks of Informix Software Incorporated.

UNIX®, X/Open®, OSF/1®, and Motif® are registered trademarks of The Open Group.

HTML, DHTML, XML, XHTML are trademarks or registered trademarks of W3C®, World Wide Web Consortium, Laboratory for Computer Science NE43-358, Massachusetts Institute of Technology, 545 Technology Square, Cambridge, MA 02139.

JAVA® is a registered trademark of Sun Microsystems, Inc., 901 San Antonio Road, Palo Alto, CA 94303 USA.

JAVASCRIPT® is a registered trademark of Sun Microsystems, Inc., used under license for technology invented and implemented by Netscape.

SAP, SAP Logo, mySAP.com, mySAP.com Marketplace, mySAP.com Workplace, mySAP.com Business Scenarios, mySAP.com Application Hosting, WebFlow, R/2, R/3, RIVA, ABAP, SAP Business Workflow, SAP EarlyWatch, SAP ArchiveLink, BAPI, SAPHIRE, Management Cockpit, SEM, are trademarks or registered trademarks of SAP AG in Germany and in several other countries all over the world. All other products mentioned are trademarks or registered trademarks of their respective companies.

Icons

Icon	Meaning
	Caution
	Example
	Note
	Recommendation
	Syntax
	Tip

Contents

Master Data Distribution (Human Resources)	5
Distributed Organizational Management.....	7
Distributed Organizational Management.....	8
Distributed Organizational Management Procedure.....	11
Change Original System of Objects	13

Master Data Distribution (Human Resources)

Use

You can distribute Human Resource master data (organizational data, HR master data) between different systems.

Features

An infotype is distributed completely with all fields.

Entries in table T77TR set an import lock for objects in the target system.

In insert mode (complete distribution), the objects are transported completely.

In update mode (change pointers), transported data is replaced completely in the target system.

Object types and infotypes can be further restricted by filters. A filter should be defined for the object types that are actually required.

Distributable HR Master Data

If you want to distribute HR master data, various filter types must be maintained in the distribution model for message type HRMD_A.

Message type HRMD_A must be assigned a filter object of the 'object type' type, and the value P.

For infotypes to be distributed, message type HRMD_A must be assigned a filter object of the 'infotype' type for each infotype, and the infotype number as the value.

You can distribute all standard scenario infotypes that are required in the non-HR system.



Infotypes for important applications in the target system:

- If you want to validate personnel numbers using the HR master record (existence check), object type P and infotypes 0000, 0001, 0002, and 0003 must be distributed.
- If you want to generate vendors in FI, object type P and infotypes 0000, 0001, 0002, 0003, 0006, 0009, and 0017 must be distributed.
- If you want to identify the sales employee, object type P and infotypes 0000, 0001, 0002, 0003, 0006, and 0900 must be distributed.

Distributable Organizational Data

All *Organizational Management* object types are distributed (except X*; for information on TS, T, WF, WS, and RY, see below).

All *Organizational Management* infotypes can be distributed (with the exception of activity groups and workflow).

Constraints

Human Resource data has just one centralized Human Resource R/3 System in which all Human Resource components are integrated. HR master data and organizational data must not be

Master Data Distribution (Human Resources)

changed in the receiving system. Profiles with read authorization, for example, can be used to ensure this.

Data in the receiving system is created using the same plan version as in the sending system.

If more HR master data needs to be maintained in the receiving system, you must ensure that the number range intervals are different from those in the sending system.

Tasks and responsibilities are not distributed, the relationship (1001) for these object types can be distributed.

If you are in update mode, local *Organizational Management* relationships are retained in the target system.

If you delete an object without activated change pointers, you must also delete it manually in the target system.

Data is saved in the target system without a dialog check.

Texts on HR master data infotypes are not distributed.

If you want to distribute HR master data infotypes, you must ensure that infotypes 0000, 0001, 0002, and 0003 are distributed. Infotype 0003 is only distributed by change pointers if it has been changed in combination with one of the other HR master data infotypes that are supported.

Distributed Organizational Management

Distributed Organizational Management

Distributed Organizational Management

Use

If you work with more than one R/3 System at your enterprise, you may need to be able to maintain the organizational plan created in *Organizational Management* (that is, your organizational object, relationship, and infotype elements) in more than one of these systems. The following scenarios are possible:

- You create the basic structure of your organizational plan in a centralized HR System. In other HR Systems, this organizational plan must be processed locally and even enhanced. You might need to transfer these changes to the centralized system.
- You create your organizational plan in an HR System, and maintain it there during live system operations. In an AC System of equal status, this organizational plan is used to depict an enterprise hierarchy using CO structures (such as a cost center structure). The existing organizational plan must be enhanced in this second system. You might need to transfer these changes to the HR System.

Integration

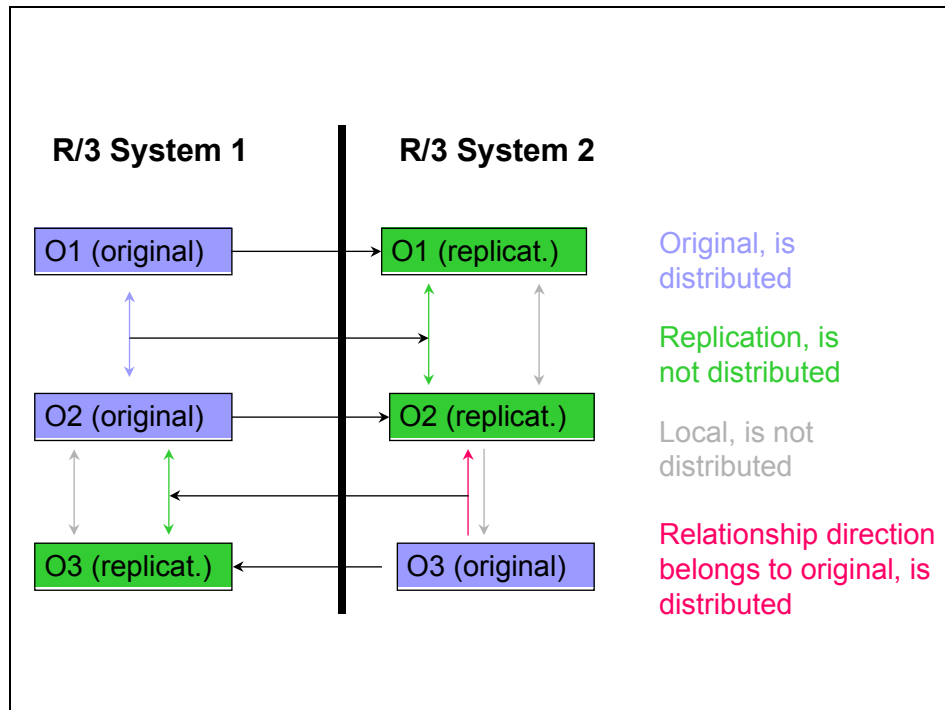
Functions in Both of the Systems Involved

The following functions can be used to distribute objects in accordance with such scenarios:

- To avoid having to maintain the same data several times in different systems, organizational objects, relationships, infotypes, and organizational plans can be replicated in their entirety so that they exist once as an original, and once as a replication.
- To make a clear distinction between the original and its replication, the system that contains the original - that is, the system in which business responsibility (that is, maintenance authorization) is stored - is determined for each organizational object.
- A relationship between a replication (whose original is stored in a different system) and an original is possible in one system.
- Depending on the scenario, responsibility for an object might need to change from one system to another. For this reason, the original of an object can be [moved \[Page 13\]](#).

Binding

Distributed Organizational Management



Originals in the original system

- If an organizational object is created, the current logical system is recorded as the original system.
- Originals can be maintained as required.
- Change pointers are written, and the changes are distributed. In the target system, the object is treated as a replication.
- Originals can be distributed in insert or update mode.
- ALE inbound processing is locked to prevent originals from being overwritten.

Replications in the system that is not the original system

- Replications can be maintained locally as required.
- If such local changes are made to a replication, the system displays a message to inform you that no change pointers are written, which means that changes are not distributed. (These messages can be deactivated.)
- Replications can be distributed to other systems in insert or update mode, but they cannot overwrite the originals. In the target system, the objects are treated as replications.

Relationships (infotype 1001) **between originals**

- A relationship between two originals can be maintained as required. It is treated as an original.
- Change pointers are written, and the changes are distributed. In the target system, it is treated as a replication.

Distributed Organizational Management**Relationships (infotype 1001) between replications**

- A relationship between two replications can be maintained locally as required. It is treated as a replication.
- Change pointers are not written, which means that changes are not distributed. Replicated relationships can be distributed to other systems in insert or update mode, but they cannot overwrite the originals. In the target system, the relationships are treated as replications.

Relationships (infotype 1001) between an original and a replication

- First, a relationship between an original and a replication is divided into its relationship directions. Customizing enables you to determine which relationship direction belongs to the original.
- A relationship direction that belongs to the original can be maintained as required. It is treated as an original. Change pointers are written, and the changes are distributed accordingly. The target system is enhanced by the opposite relationship direction.
- A relationship direction that does not belong to the original can be maintained locally as required. Change pointers are not written, which means that changes are not distributed.

Activities

See [Distributed Organizational Management Procedure \[Page 11\]](#)

Distributed Organizational Management Procedure

Purpose

This description of a procedure is for [distributed Organizational Management \[Page 8\]](#).

Prerequisites

Customizing

If you want to distribute *Organizational Management* objects, the following Customizing requirements apply:

- The distribution model must be maintained accordingly

If you require more information, access the Implementation Guide (IMG) and choose *Cross-Application Components → Distribution (ALE) → Model and Implement Business Processes → Maintain Distribution Model*
- Distributed Organizational Management must be set up
 - You activate distributed Organizational Management
 - You determine the original system for existing objects
 - You determine whether relationship directions belong to the respective original object.
 - You activate/deactivate information dialog boxes.

If you require more information, access the Implementation Guide (IMG) and choose *Cross-Application Components → Distribution (ALE) → Model and Implement Business Processes → Configure Predefined ALE Business Processes → Human Resources → Master Data Distribution → Set Up Distributed Organizational Management*.

Process Flow

1. You create objects as originals in the required system, as usual, and/or you process them as required. For more information, see [Organizational Management \[Ext.\]](#).
2. You perform distribution.
 - Automatic distribution

During live system operations, changes to originals triggered by change pointers are distributed by regular jobs.

To define jobs, choose *System → Services → Jobs → Define job*. See: [Schedule Background Jobs \[Ext.\]](#)

To create IDocs for message type **HRMD_A**, choose *Tools → Business Framework → ALE → Administration → Services → Change pointers → Evaluate*.
 - Distribution in update mode

Update mode enables you to distribute changes to infotypes to a target system, irrespective of change pointers. Any replicated or locally maintained infotypes that it contains which have not been changed in the sending system are retained.

Distributed Organizational Management Procedure

Choose *Tools* → *Business Framework* → *ALE* → *Master data distribution* → *Human resources* → *Organizational data and master data* → *Send*. At this point, you can access more information by choosing *Help* → *Application help*.

- Distribution in insert mode

Insert mode enables you to replicate an entire object (infotype 1000 plus all infotypes). If the target system already contains a replication of the object, it is first deleted in full, that is, together with all of its existing infotypes. Locally maintained infotypes are lost.

Choose *Tools* → *Business Framework* → *ALE* → *Master data distribution* → *Human resources* → *Organizational data and master data* → *Send*. At this point, you can access more information by choosing *Help* → *Application help*.

- Initial distribution

When distribution is performed for the first time, the target system contains no objects or relationships. You can distribute the objects/relationships in insert or update mode. In the target system, they are created as a replication.

Result

In accordance with your settings, the objects in question are distributed to the appropriate target system.

Change Original System of Objects

Use

In the [Distributed Organizational Management \[Page 8\]](#) scenario, you must specify which system is the original system for each organizational object. This specification of an original system can be changed, that is, a new original system can be specified for an object.

Prerequisites

An original system has already been specified in table HRMDORIGIN for the object in question.

Features

- BAPI_ORGMASTER_SAVE_ORIG_MULT is used to change the specification of an original system for an object. The new original system assumes business responsibility for the entire history of the object.
- If the original system changes, the history of the original systems of the original is recorded in table HRMDORIGIN.

Activities

1. Start report RHALEORGMOVE.
2. Follow the instructions displayed by choosing *Help* → *Application help*.