

PA Personnel Management
SAP ERP Central Component
Release 6.0
Release Notes



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22 PA Personnel Management

22.1 PA-PA Personnel Administration

22.1.1 New Integration: HR Master Data/Organizational Data - SAP Business Partner

Use

As of *SAP ECC 6.0 (SAP_HR 600)*, HR master data and organizational data (object types CP, P, and O) are integrated with business partner data (object type BP). This means that applications that depict persons and organizational units as business partners are provided with HR master data and organizational data.

Effects on System Administration

You must have activated integration between HR Master Data and Organizational Management with SAP Business Partner. You make the settings for integration in the *SAP Customizing Implementation Guide (IMG)* under *Personnel Management -> Organizational Management -> Integration -> Integration with SAP Business Partner* or under *Personnel Management -> Personnel Administration -> Interfaces and Integration -> Integration with SAP Business Partner*.

See also

For more information about integration with SAP Business Partner, see SAP Help Portal at help.sap.com -> *Documentation -> mySAP ERP -> mySAP ERP 2005 -> <Language> -> SAP Library -> SAP ERP Central Component -> Human Resources -> Personnel Management -> Organizational Management (BC-BMT-OM) -> Integration with SAP Business Partner* or *Personnel Management* under *Personnel Administration (PA-PA) -> Integration of Personnel Administration with Other Applications -> Integration with SAP Business Partner*.

22.1.2 PA-PA-CN China

22.1.2.1 Unicode conversion for HR tables that have no language key previously

Use

As of SAP ECC 6.0, the following tables have associated with new text tables. The text tables have the language key so that multiple languages can be maintained for their text fields.

<u>Country</u>	<u>Version</u>	<u>Table</u>	<u>Text Table</u>	<u>Old Maintenance View</u>	<u>New</u>
China	T7CN15	T7CN15T	V_T7CN15	V_T7CN15X	
China	T7CN16	T7CN16T	V_T7CN16	V_T7CN16X	
China	T7CN28	T7CN28T	V_T7CN28	V_T7CN28X	
Japan	T5J65	T5J65T	V_T5J65	V_T5J65X	
Japan	T5J68	T5J68T	V_T5J68	V_T5J68X	
Japan	T5J73	T5J73T	V_T5J73	V_T5J73X	
Taiwan	T7TW0A	T7TW0A	V_T7TW0A	V_T7TW0AX	
Taiwan	T7TW1G	T7TW1G	T7TW1G	V_T7TW1G	
Taiwan	T7TW2D	T7TW2D	T7TW2D	V_T7TW2D	

After the system has upgraded to SAP ECC 6.0, you should perform the following steps:

1. Run the view maintenance transaction (SM30) on the old maintenance views mentioned above to set the language field to indicate which language the text fields are maintained.
2. Run the ABAP program execution transaction (SA38) on the program RPUTUCC0 to copy the text fields from the said tables to their corresponding text tables.

22.1.3 PA-PA-JP Japan

22.1.3.1 Unicode conversion for HR tables that have no language key previously

Use

As of SAP ECC 6.0, the following tables have associated with new text tables. The text tables have the language key so that multiple languages can be maintained for their text fields.

<u>Country</u>	<u>Version</u>	<u>Table</u>	<u>Text Table</u>	<u>Old Maintenance View</u>	<u>New</u>
China	T7CN15	T7CN15T	V_T7CN15	V_T7CN15X	

China	T7CN16	T7CN16T	V_T7CN16	V_T7CN16X
China	T7CN28	T7CN28T	V_T7CN28	V_T7CN28X
Japan	T5J65	T5J65T	V_T5J65	V_T5J65X
Japan	T5J68	T5J68T	V_T5J68	V_T5J68X
Japan	T5J73	T5J73T	V_T5J73	V_T5J73X
Taiwan	T7TW0A	T7TW0A	V_T7TW0A	V_T7TW0AX
Taiwan	T7TW1G	T7TW1G	T7TW1G	V_T7TW1G
Taiwan	T7TW2D	T7TW2D	T7TW2D	V_T7TW2D

After the system has upgraded to SAP ECC 6.0, you should perform the following steps:

1. Run the view maintenance transaction (SM30) on the old maintenance views mentioned above to set the language field to indicate which language the text fields are maintained.
2. Run the ABAP program execution transaction (SA38) on the program RPUTUCC0 to copy the text fields from the said tables to their corresponding text tables.

22.1.4 PA-PA-TW Taiwan

22.1.4.1 Unicode conversion for HR tables that have no language key previously

Use

As of SAP ECC 6.0, the following tables have associated with new text tables. The text tables have the language key so that multiple languages can be maintained for their text fields.

<u>Country</u>	<u>Version</u>	<u>Table</u>	<u>Text Table</u>	<u>Old Maintenance View</u>	<u>New</u>
China	T7CN15	T7CN15T	V_T7CN15	V_T7CN15X	
China	T7CN16	T7CN16T	V_T7CN16	V_T7CN16X	
China	T7CN28	T7CN28T	V_T7CN28	V_T7CN28X	
Japan	T5J65	T5J65T	V_T5J65	V_T5J65X	

Japan	T5J68	T5J68T	V_T5J68	V_T5J68X
Japan	T5J73	T5J73T	V_T5J73	V_T5J73X
Taiwan	T7TW0A	T7TW0A	V_T7TW0A	V_T7TW0AX
Taiwan	T7TW1G	T7TW1G	T7TW1G	V_T7TW1G
Taiwan	T7TW2D	T7TW2D	T7TW2D	V_T7TW2D

After the system has upgraded to SAP ECC 6.0, you should perform the following steps:

1. Run the view maintenance transaction (SM30) on the old maintenance views mentioned above to set the language field to indicate which language the text fields are maintained.
2. Run the ABAP program execution transaction (SA38) on the program RPUTUCC0 to copy the text fields from the said tables to their corresponding text tables.

22.2 PA-AS HR Administrative Services

22.2.1 Object and Data Provider (Changed)

Use

As of *SAP ECC Enterprise Extension Human Capital Management 6.0 (EA-HR 600)*, some of the functions of the Object and Data Provider (OADP) have changed.

The Object and Data Provider now provides additional functions for selecting applications in the front end. It enables different selection scenarios, that is, it enables you to tailor the selection applications to suit the requirements of different users. If your users frequently have to search for individual employees, for example, you can provide an employee search in the navigation area of the selection application. The standard SAP system includes numerous examples.

The following functional changes have been made:

- Instead of views of the organizational structure and view groups, the new objects "organizational structure view" and "organizational-structure-view group" are used.
- The setup for navigation objects has been simplified.
- A selection application can now comprise the following areas:
 - In the top-left screen area, the user can select an organizational structure view.

- In the bottom-left screen area of the application, the navigation area, the user can select a navigation object.
- The right-hand screen area of the selection application is the data view area. The data view area shows the user a table of objects that meet the selection criteria he or she selected in the navigation area. In the top-right screen area, the user can filter this list of objects.
- You can make the following settings for the navigation area:
 - Display navigation objects in a table
 - Display navigation objects in a tree
 - Implement a search template
You can use an ABAP interface for the search function.

Consequently, the selection applications are structured similarly to in Microsoft Explorer.

Furthermore, a two-step navigation and read concept has been implemented to dramatically improve the performance for large organizational structures. This two-level concept means that the system reads the data for one selection made in the navigation area and displays this data in the data area.

As of *SAP ECC Enterprise Extension Human Capital Management 6.0 (EA-HR 600)*, the Object and Data Provider is used in the following areas:

- *Business Package for Manager Self-Service (mySAP ERP)*
- *HCM Processes and Forms*

Effects on Customizing

These changes have resulted in a new Customizing structure for the Object and Data Provider. The following new Customizing tables exist:

<u>Name</u>	<u>Type</u>	<u>Use</u>
TWPC_ORGVWGRP structure views	E	Define groups of organizational
TWPC_ORGVWGRP_T TWPC_ORGVWGRP	E	Text table for
TWPC_ORGVWGRP_P structure view groups	E	Define positions in organizational
TWPC_ORGVW views	E	Define organizational structure
TWPC_ORGVW_T	E	Text table for TWPC_ORGVW
TWPC_OBJSEL	E	Define object selections
TWPC_OBJSEL_T	E	Text table for TWPC_OBJSEL
TWPC_OBJSELRULE	E	Define object selection rules

TWPC_OBJSELRUL_T	E	Text table for
TWPC_OBJSELRULE		
TWPC_OBJTYPEREST	E	Restrict object types permitted for
object selection		
TWPC_PARAMGRP	E	Define parameter groups with
values		
TWPC_PARAMGRP_T	E	Text table for
TWPC_PARAMGRP		
TWPC_DATAVWGRP	E	Define groups of data views
TWPC_DATAVWGRP_T	E	Text table for
TWPC_DATAVWGRP		
TWPC_DATAVWGRP_P	E	Define positions in data view
groups		
TWPC_DATAVW	E	Define data views
TWPC_DATAVW_T	E	Text table for TWPC_DATAVW

You can also use additional Business Add-Ins (BAIs). For instance, you can use a BAI to prevent managers or employees who perform the function of a manager from being displayed in the selection application. Similarly, you can define which texts the system is to display for the navigation objects.

If you want to use Customizing settings you have made in previous releases for the Object and Data Provider, you must migrate these entries to the new table structure. To migrate these table entries, perform the IMG activity Transfer Existing Customizing Settings.

See also

For more information about the Object and Data Provider, see *Object and Data Provider: Overview and in SAP Library*, the documentation for the *Business Package for Manager Self-Service (mySAP ERP 2005) 60.1*.

22.3 PA-BN Benefits

22.3.1 PA-BN-CO COBRA

22.3.1.1 Enhancement to the Benefits IMG for COBRA (New)

Use

As of SAP ECC 6.0, SAP_HR 6.0, a new activity (Define Unavailability Reasons) has been added to the Benefits section of the Implementation Guide (IMG) in the COBRA (Consolidated Omnibus Budget Reconciliation Act) section.

Use this activity to define and store the reasons why COBRA coverage (or an extension of COBRA coverage) is not available to employees.

These reasons are used in complying with the COBRA regulation to supply a Notice of Unavailability of

COBRA Coverage.

22.4 PA-PD Personnel Development

22.4.1 PA-PD-QR Qualifications and Requirements

22.4.1.1 Qualification Block

Use

As of *SAP ECC 6.00 (SAP_HR 600)*, you can use the new object type Qualification Block to map qualification and requirement profiles in *Personnel Development*. The qualification block enables you to bundle together qualifications or requirements that do not necessarily belong thematically together in order to depict profiles.

Effects on Customizing

If you want to use the Qualification Block function, you must activate it in the IMG activity *Set Up Control Parameters*.

See also Header Data and Subprofiles for the Qualification Block Function.

See also

For more information, see the documentation for the *Personnel Development* component in SAP Library.

22.4.1.2 Header Data and Subprofiles for the Qualification Block Function

Use

As of *SAP ECC 6.00 (SAP_HR 600)*, the IMG activity for defining profile views contains a new header and new subprofiles for the Qualification Block function.

See also

Qualification Block

22.5 PA-OS Organizational Structure

22.5.1 New Integration: HR Master Data/Organizational Data - SAP Business Partner

Use

As of *SAP ECC 6.0 (SAP_HR 600)*, HR master data and organizational data (object types CP, P, and O) are integrated with business partner data (object type BP). This means that applications that depict persons and organizational units as business partners are provided with HR master data and organizational data.

Effects on System Administration

You must have activated integration between HR Master Data and Organizational Management with SAP Business Partner. You make the settings for integration in the *SAP Customizing Implementation Guide (IMG)* under *Personnel Management -> Organizational Management -> Integration -> Integration with SAP Business Partner* or under *Personnel Management -> Personnel Administration -> Interfaces and Integration -> Integration with SAP Business Partner*.

See also

For more information about integration with SAP Business Partner, see SAP Help Portal at **help.sap.com** -> *Documentation -> mySAP ERP -> mySAP ERP 2005 -> <Language> -> SAP Library -> SAP ERP Central Component -> Human Resources -> Personnel Management -> Organizational Management (BC-BMT-OM) -> Integration with SAP Business Partner* or *Personnel Management* under *Personnel Administration (PA-PA) -> Integration of Personnel Administration with Other Applications -> Integration with SAP Business Partner*.

22.5.2 PA-OS-ST Staffing

22.5.2.1 Changes in Organizational Management

Use

As of SAP ECC 6.0 (SAP_HR 600), the following change has been made to *Organizational Management*.

Transaction 0070, which enabled you to process Organizational Management objects in the *Current Settings*, has been deleted. You are now able to make Customizing settings for these objects directly in the *SAP Easy Access* menu:

- Under *Personnel Management* -> *Organizational Management* -> *Organizational Plan* -> *Organization and Staffing*.
- Under *Human Resources*-> *Organizational Management* -> *Expert Mode*.

If your system is not integrated with *Organizational Management*, you can edit Organizational Management objects in the *SAP Easy Access* menu, under *Human Resources* -> *Personnel Development* -> *Settings* -> *Current Settings*.

The US-specific activity, *Assign EEO/AAP Occupational Categories to Jobs* must be processed using the *US Job Attributes* infotype (1610).

See also

For more information, see SAP Note 135028 *Transfer IMG Activity to Current Setting*.

22.6 PA-CE Concurrent Employment

22.6.1 Non-Resident Alien Processing for Concurrent Employment

Use

As of *SAP ECC Enterprise Extension Human Capital Management 6.0 (EA-HR 6.00)*, Non-Resident Alien processing (via Form 1042-S) is supported for organizations that operate in a Concurrent Employment environment.

One functional constraint applies to this new functionality; Out-of-Sequence Check Processing for Non-Authorized Manual Checks is not supported for Non-Resident Alien processing in a Concurrent Employment environment.

Effects on Existing Data

In order to enable this functionality, your organization must configure its customer-specific version of schema **U00C** (for example, Z00C) - the main U.S. Payroll schema for Concurrent Employment - in the following three ways.

- **Prerequisites for Schema Configuration**

1. You must modify your customer-specific version of schema **U00C** (for example, Z00C) by inserting subschema **UPTX** into it, as shown below:

```
- Line  Func. Par1 Par2 Par3 Par4 D Txt
...
000230 COPY UTLC           ...
000240 COPY UDDC           ...
000250 XPA  ENDL           ...
000260 COPY UPTX           ... <- insert!
000270 COPY UTAC           ...
...
```

2. You must also insert subschema **UPOR** in the main schema, as shown below:

```
- Line  Func. Par1 Par2 Par3 Par4 D Txt
...
000340 XNET                 ...
000350 XRETR                ...
000360 COPY UGRC            ...
000370 COPY UPOR            ... <- insert!
000380 XPAY                 ...
...
```

3. Finally, you must modify your customer-specific version of existing subschema **UENC**, which is located in the main schema **U00C**. Specifically, you must modify the existing subschema **UENC** (or, in your case, **ZENC**) by inserting subschema **UPND** into it, as shown below:

```
- Line  Func. Par1 Par2 Par3 Par4 D Txt
...
000020 BENTB                ...
000030 ADDCU   P30          ...
000040 UTXCE                TCRT ...
000050 COPY UPND            ... <- insert!
000060 XPA  LOOP            ...
...
```

In addition to the schema configuration described above, your organization also must configure feature **IVWID** in the following manner.

- **Prerequisite for Feature Configuration**

Before your organization may process payroll in a Concurrent Employment environment for **new** non-resident alien employees, you must modify feature **IVWID** as follows.

- a) From the SAP Easy Access menu, choose *Human Resources -> Time Management -> Administration -> Tools -> Maintain Features*.
- b) On the subsequent screen, specify feature **IVWID**, then choose **Change**.
- c) On the screen thereafter, for Country Grouping **10** (USA), change the standard return value from 10 to **UP**.
- d) Activate the modified feature, then exit the transaction.

Finally, your organization must fulfill the following two employee-level prerequisites in order to enable

this functionality.

- **Prerequisites for Conversion and Master Data**

1. For every existing non-resident alien employee whom you wish to process in a Concurrent Employment environment, you are required to have run conversion program **RPUTVU0PBS_CE**.
2. Also, for every existing or new non-resident alien employee whom you wish to process, you are required to fulfill master data requirements by creating records in three corresponding infotypes, namely:
 - a) ... the **Residence Status** infotype (0094), which is used to identify non-resident alien employees as such,
 - b) ... the **Residence Status** infotype (0048), which records the visa information of non-resident alien employees, and
 - c) ... the **Tax Treaty** infotype (0556), which records tax treaty information for the nations from which non-resident alien employees originate.

- **Note**

If the non-resident alien employee hails from a nation that has not signed a tax treaty with the U.S. Internal Revenue Service, then only the first two infotypes are required.

Upon fulfilling all of the prerequisites summarized above, your organization will be prepared to process payroll for Non-Resident Aliens in a Concurrent Employment environment.

22.6.2 U.S. Savings Bonds Processing for Concurrent Employment

Use

As of *SAP ECC Enterprise Extension Human Capital Management 6.0 (EA-HR 6.00)*, U.S. Savings Bonds processing is supported for enterprises that operate in a Concurrent Employment environment.

Two functional constraints apply to this new functionality.

1. Rotating beneficiaries within the *Bond Purchases* infotype (0103) are not supported for U.S. Savings Bonds processing in a Concurrent Employment environment.
2. Multiple bond owners within the *Bond Denominations* infotype (0104) are not supported for U.S. Savings Bonds processing in a Concurrent Employment environment.

Effects on Existing Data

To enable the processing of U.S. Savings Bonds in a Concurrent Employment environment, your enterprise is required to have defined a **Time constraint** of **2** for the *Bond Denominations* infotype (0104), indicating that the **Record may include gaps, no overlappings**. To perform this setting globally - that is, for all *Bond Denominations* infotype (0104) records - proceed as follows.

1. Execute **View Maintenance** transaction **SM31**.
2. On the subsequent screen, specify view **V_T582A**, then choose **Maintain**.
3. On the screen thereafter, choose **Position**; enter **0104** in the subsequent dialog box, then choose **Continue**.
4. Select the table entry that corresponds to the *Bond Denominations* infotype (0104), then choose **Details** from the application toolbar.
5. On the screen that follows, in the **General attributes** subscreen, specify an entry of **2** in the **Time constraint** field.
6. **Save** your entries, then exit **View Maintenance**.

Moreover, for every existing employee for whom you wish to process U.S. Savings Bonds in a Concurrent Employment environment, you are required to have run conversion program **RPUTVU0PBS_CE**.

Effects on Customizing

For every new employee for whom you wish to process U.S. Savings Bonds in a Concurrent Employment environment, you are required to modify feature **IVWID** as follows.

7. From the SAP Easy Access menu, choose *Human Resources -> Time Management -> Administration -> Tools -> Maintain Features*.
8. On the subsequent screen, specify feature **IVWID**, then choose **Change**.
9. On the screen thereafter, for Country Grouping **10** (USA), change the standard return value from 10 to **UP**.
10. Activate the modified feature, then exit the transaction.

Moreover, your enterprise must configure its customer-specific version of schema **U00C** (for example, **Z00C**) - the main U.S. Payroll schema for Concurrent Employment - in the following two ways.

- a) You must modify your customer-specific version of existing subschema **UDDC**, which is located in the main schema **U00C**. Specifically, you must modify the existing subschema **UDDC** (or, in your case, **ZDDC**) by inserting the newly delivered subschema **UPS1** into it, as shown below:

```
- Line  Func. Par1 Par2 Par3 Par4 D Txt
...
000020 PRART U013 GEN NOAB    ...
000030 BLOCK END              ...
000040 COPY  UDDBS             ...
000050 COPY  XB2C              ...
000060 XPA  ENDL               ...
000070 COPY  UPS1              ... <- insert!
000080 XPA  LOOP               ...
...
```

- b) You also must modify your customer-specific version of schema **U00C** (for example, **Z00C**)

itself. Specifically, you must modify the existing main schema by inserting the newly delivered subschema **UPS2** into it, as shown below:

```
- Line  Func. Par1 Par2 Par3 Par4 D Txt
...
000290 COPY UGNC          ...
000300 XPA  LOOP          ...
000310 COPY UNAC          ...
000320 LPEND  ARRL        ...
000330 COPY XDNC          ...
000340 COPY UPS2          ... <- insert!
000350 ENDIF              ...
...
```

22.7 PA-PM Budget Management

22.7.1 PA-PM-PB Position Budgeting and Control

22.7.1.1 IMG of Position Budgeting and Control (changed)

Use

The structure of the implementation guide (IMG) of *Position Budgeting and Control* was changed for *SAP ECC 6.00, Human Resources (EA-HR 600)*. To incorporate these changes in the project IMGs, you have to regenerate the project IMGs.

Deleted IMG Activities

Automatic Commitment/Budget Creation -> Settings for Automatic Commitment/Budget Creation -> Settings for Individual Modules -> Document Creation -> Activation of Recording of Changes to Tables (change documents)

New IMG Activities

Area *Automatic Commitment/Budget Creation*

- *Basic Settings -> Define Commitment/Budget Periods -> Define Period for Runs for Preparation of Budget Planning.*
- *Settings for Automatic Commitment/Budget Creation -> Run Variants -> Define Run Variant for Runs for Preparation of Budget Planning*

Area *Organizational Management for Public Services*

- *Basic Settings -> General Settings*
- *Notes -> Lock Notes and "To be Deleted" Notes -> Activate Integration with Commitment Creation*
- *Notes -> Lock Notes and "To be Deleted" Notes -> Group Notes*

- *Define Relevance Group*
- *Link Position Characteristics to Relevance Group*
- *Define Characteristics of Group "To be Deleted Notes"*
- *Notes -> Workflow*
 - *Activate Workflow for Notes*
 - *Enter Administrator for Notes Workflow*

Area *Personnel Budget Plan Management*-> *Information System*

- *Define Formatting Variant*
- *Add Columns for Hierarchy Information to Reports*
- *BAdI: Evaluation Extension*
- *Assign BS Element to Type to a Column in the Report*

Renamed IMG Activities

The area *Automatic Commitment Creation* is now called *Automatic Commitment/Budget Creation*.

The node *Enhancement of Evaluations* is now called *Information System*

Reassigned IMG Activities

- Area *Automatic Commitment/Budget Creation*
 - The IMG activity *Define Interval for Reference Document Number of Budget Document* can now be found under *Automatic Commitment Budget Creation -> Basic Settings*. This activity used to be under *Automatic Commitment Creation -> Budget Creation*.
 - The IMG activity *Define Period for Budget Creation* can now be found under *Automatic Commitment/Budget Creation -> Basic Settings*. This activity used to be under *Automatic Commitment Creation -> Budget Creation*.
 - The IMG activity *Define Subtypes for Budget Creation* is now under *Automatic Commitment/Budget Creation -> Settings for Automatic Commitment/Budget Creation -> Settings for Individual Modules -> Document Creation*. This activity used to be under *Automatic Commitment Creation -> Budget Creation*.
 - The IMG activity *Define Run Variant for Budget Creation* is now under *Automatic Commitment/Budget Creation -> Settings for Automatic Commitment/Budget Creation -> Run Variants*. This activity used to be under *Automatic Commitment Creation -> Budget Creation*.
 - You can now find the IMG activity *Define Currency for Document Creation* under *Automatic Commitment/Budget Creation -> Settings for Automatic Commitment/Budget Creation -> Settings for Individual Modules -> Document Creation*. This activity was under *Automatic Commitment Creation -> Budget Creation*.
 - The IMG activity *Define Run Variant for Commitment Creation* can now be found under *Automatic Commitment/Budget Creation -> Settings for Automatic Commitment/Budget Creation -> Run Variants*. This activity used to be under *Automatic Commitment Creation -> Settings for Automatic Commitment Creation*.

- The node *Settings for Workflow* was renamed *Workflow*. It can now be found under *Automatic Commitment Creation -> Settings for Commitment/Budget Creation -> Settings for Individual Modules -> Error Handling*. This node used to be under *Automatic Commitment Creation -> Basic Settings*.
- The node *Settings for SAP Business Information Warehouse (SAP BW)* can now be found under *Automatic Commitment/Budget Creation -> Settings for Automatic Commitment/Budget Creation -> Settings for Individual Modules -> Document Creation*. This node used to be under *Automatic Commitment Creation -> Basic Settings*.
- Area *Organizational Management for Public Services*
 - The IMG activity *Define Characteristics of Group Lock Notes* can now be found under *Organizational Management for Public Services -> Lock Notes and "To be Deleted" Notes -> Group Notes*. This IMG activity used to be under *Organizational Management for Public Services -> >Lock Notes and "To be Deleted" Notes -> Group Lock Notes*.
 - The nodes *Lock Notes and "To be Deleted" Notes* und *"To be Reclassified" Notes* and the corresponding IMG activities can now be found under *Organizational Management for Public Services -> Notes*. This node used to be directly under *Organizational Management for Public Services*.

22.7.1.2 Position Budgeting and Control (new)

Use

The following new functions are available from *SAP ECC 6.00, Human Resources Extension (EA-HR 600)*, in *Position Budgeting and Control*:

Information System for Personnel Budget Plan Management

You can add your own columns to the evaluations of Personnel Budget Plan Management. You can use the formatting variant to add columns to reports of Personnel Budget Plan Management in which information on the budget hierarchy is displayed. In addition, SAP provides a Business Add-In (BAI) that you can use to add columns to the evaluations *position analysis* and *financing analysis*. Infotypes or key figures, for example, can then be added to these evaluations.

Workflow for Organizational Management for Public Services

You can use the workflow to map responsibilities in the processing of personnel actions. It can be used to separate the HR administrator and person responsible for the position plan. As soon as an action is carried out in the HR master record, the person responsible for the position plan is informed by e-mail.

Position Budgeting and Control in SAP Business Information Warehouse (SAP BW)

The data required is determined using the functions of the commitment processor. This data can then be extracted to BW to be used as a basis for planning. In BW, planning functions are available for integrating personnel data in the budget planning .

Commitment Creation for Organizational Management for Public Services

If you use the commitment processor, work with notes and do not want the system to create funds precommitments (commitment) for locked full-time equivalents, you can activate the integration of lock notes in commitment creation in Customizing of Position Budgeting and Control.

In addition, a position assignment check can be activated that checks the previous commitment creation for the person.

Group Deletion Notes for Organizational Management for Public Services

In addition to group lock notes, group deletion notes (group TBD notes) are now available.

22.8 PA-ES Employee Self-Service

22.8.1 Employee Self-Service (Changed)

Short text

Employee Self-Service (Changed)

Use

As of *SAP 6.0 ECC Enterprise Extension EA-APPL and EA-HR*, the *Employee Self-Service (ESS)* component provides numerous new functions that were not part of the offering for *SAP ECC 5.0*.

The current version is based on Web Dynpro for Java (SAP NetWeaver) and it runs in *SAP Enterprise Portal 6.0*. You no longer require an Internet Transaction Server (ITS) to run this component.

As of *SAP ERP2005*, a separate ITS is no longer part of the standard system.

New Functions:

- New services:
 - Emergency Contact
New application in the *Personal Information* area that enables employees to enter a person who is to be contacted in case of an emergency (name, address, contact data). A separate country-specific scenario exists for all country versions.
 - Code of Business Conduct

The *Code of Business Conduct* application is included in the standard system as an example of how you can use interactive Adobe forms. The form includes a pushbutton, for example, that enables the employee to confirm having read the code of business conduct. In the current release, SAP provides an example text for the code of business conduct and you can store the relevant active data in a table. At this time, evaluation reports for this application do not exist.

- Time Accounts
New application in the *Working Time* area that enables employees to find out about their leave and time-off entitlements. For more information, see the Release Note Web Application for Displaying Absence Quotas.
- Superannuation (Australia)
New application for the country version for Australia.
- Flexible Benefits (Great Britain)
New application for the country version for Great Britain.
- Effort Reporting (Public Sector USA)
New application for the country version for the USA specifically for public sector customers.
- New Life and Work Events:
In Life and Work Events, you can depict various processes that are triggered by events in employees' private and professional lives. You can use different iViews, templates or HTML pages with background information for these processes. The following predefined life and work events are part of the current release:
 - My First Days
 - Benefits
 - Divorce
 - Marriage
 - Birth/Adoption
 - Change Employment Status
 - Terminate Employment

These life and work events are based on the Guided Procedures tool, which is part of SAP NetWeaver. Guided procedures have replaced the life and work events that were based on SAP table Customizing.

- New country versions for applications in the *Personal Information* area:
 - Argentina, Chile, Hong Kong, Indonesia, Philippines, Taiwan, Thailand, and Venezuela.
- New country versions for the *Personal ID* application:
 - Hong Kong, Indonesia, Malaysia, Taiwan, and Thailand.
- Changes to existing services:
 - Bank Information
In the *Bank Information* application, you can enter the International Bank Account Number (IBAN), which simplifies international bank transfers.
 - Who's Who

In the *Who's Who* application, employees can change their own office and communication data. In ERP2004, this was a separate service that is now integrated with Who's Who. Employees can now display detailed information about other employees by selecting their names in the organizational chart.

- Time Management

The ESS applications for Time Management have been enhanced. For more information about the enhancements, see the following Release Notes:

- Enhancements in ESS for Clock-In/Out Corrections (New)
- Enhancements in the Leave Request for ESS/MSS (New)
- Enhancements in ESS for the Cross-Application Time Sheet (New)

For more information about new and changed applications, see SAP Library under *Cross-Application Components -> Employee Self-Service -> Applications*.

You can now make changes to existing Web Dynpro applications without the need for modifications. This is possible as of the next SAP NetWeaver release. For more information, see *SAP Service Marketplace* under the *NetWeaver* quick link.

Effects on Existing Data

Internet Transaction Server (ITS):

As of ERP2005, a separate Internet Transaction Server (ITS) is no longer included in the standard system. If you have implemented an ITS-based version of ESS, you can continue to use this version. However, SAP reserves the right to discontinue support for ITS-based applications that were converted to Web Dynpro technology for ERP2004. SAP will continue to provide support for applications that have not yet been converted to Web Dynpro technology for ERP2005. For future releases, however, SAP reserves the right to discontinue the support for these services. For more information, see *SAP Service Marketplace* under the *SAP ITS* quick link.

If you want to implement ESS for the first time in ERP2005, we recommend you implement the ESS applications based on Web Dynpro. To use the applications that have not yet been converted to Web Dynpro, you must install a separate ITS (highest version 6.20).

22.9 PA-MA HR Manager's Desktop

22.9.1 Conversion Program for Reporting in Manager Self-Service (MSS)

Use

As of SAP ECC 6.0, SAP_HR 600, the Implementation Guide for Manager's Desktop has been enhanced as follows:

Under the menu path *Personnel Management -> Manager's Desktop -> Customer Adjustment -> Convert MDT Data to MSS Reporting Launch Pad*, you can now run a program that converts existing table entries from the old Manager's Desk Top (MDT) to be used on the new Reporting Launchpad.

Effects on Data Transfer

You must have existing entries in the following tables:

- T77MWBS
- T77MWBSC

22.10 PA-EIC Employee Interaction Center

22.10.1 Employee Interaction Center (EIC) (New)

Use

As of *SAP ESS Enterprise Extension Human Capital Management 6.0 (EA-HR 600)*, the new *Employee Interaction Center (EIC)* function is available. The EIC provides your employees with a call center and help desk in the Human Resources department. If your employees have any problems or questions relating to human resources or they would like changes to be made to their personal information, they can contact the EIC by e-mail or phone. Employees can also contact the EIC directly from an Employee Self-Service application.

EIC employees (EIC agents) have the following options when they process incoming requests:

- Employee search and identification
EIC agents can use a tool to search for employees and ask authentication questions to uniquely identify employees who contact the EIC by phone.
- Knowledge search
EIC agents can use an integrated knowledge database to search for information and documents.

- **Integration of HR applications**
EIC agents can maintain employees' HR data using the HR Administrator or Employee Self-Service applications that have been integrated with the EIC.
- **Processing (create and process) activities**
EIC agents can create and process activities to document employee requests. This enables them to control incoming requests.
- **Workflow automation**
EIC agents can create follow-up activities and forward activities to other employees.
- **Agent inbox**
The agent inbox provides EIC agents with a worklist of all the requests and activities they need to process.

Effects on Customizing

The Implementation Guide (IMG) includes a new section for the Employee Interaction Center. You can find this section in the IMG for *Personnel Management* under *Employee Interaction Center (EIC)*.