

Best Practices for Managing Local Configuration and Custom Development in a Global SAP ERP HCM System

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In This Session ...

We will:

- Discuss the risks and pitfalls found in an international setting, where local experts are responsible for at least some of the system configuration relevant for their countries
- Explore the options to deal with these issues
- Focusing on configuration activities
- Showing how line-oriented authorizations can help to deal with the issues, but also have their limitations
- Demonstrate how line-oriented authorizations are configured and used in a user role
- Discuss the cost and benefit of technical solutions for these security issues, and ponder upon alternatives

What We'll Cover...

- **Configuring SAP ERP HCM in an international setting**
- **Understanding the risks in a decentralized system**
- **Using line-dependant authorizations for customizing views**
- **Dealing with other elements of system configuration**
- **Reducing the effort**
- **Wrap-up**

Choices When Setting Up SAP ERP HCM Internationally

■ Fully decentralized

- ▶ One system for each country
 - No interdependencies in customizing and custom development
 - No cross-country privacy or security issues
 - Limited benefit for reporting and global processes
- ▶ Simple solution
 - No need for the concepts discussed in this session

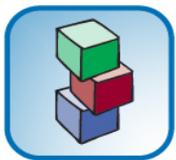
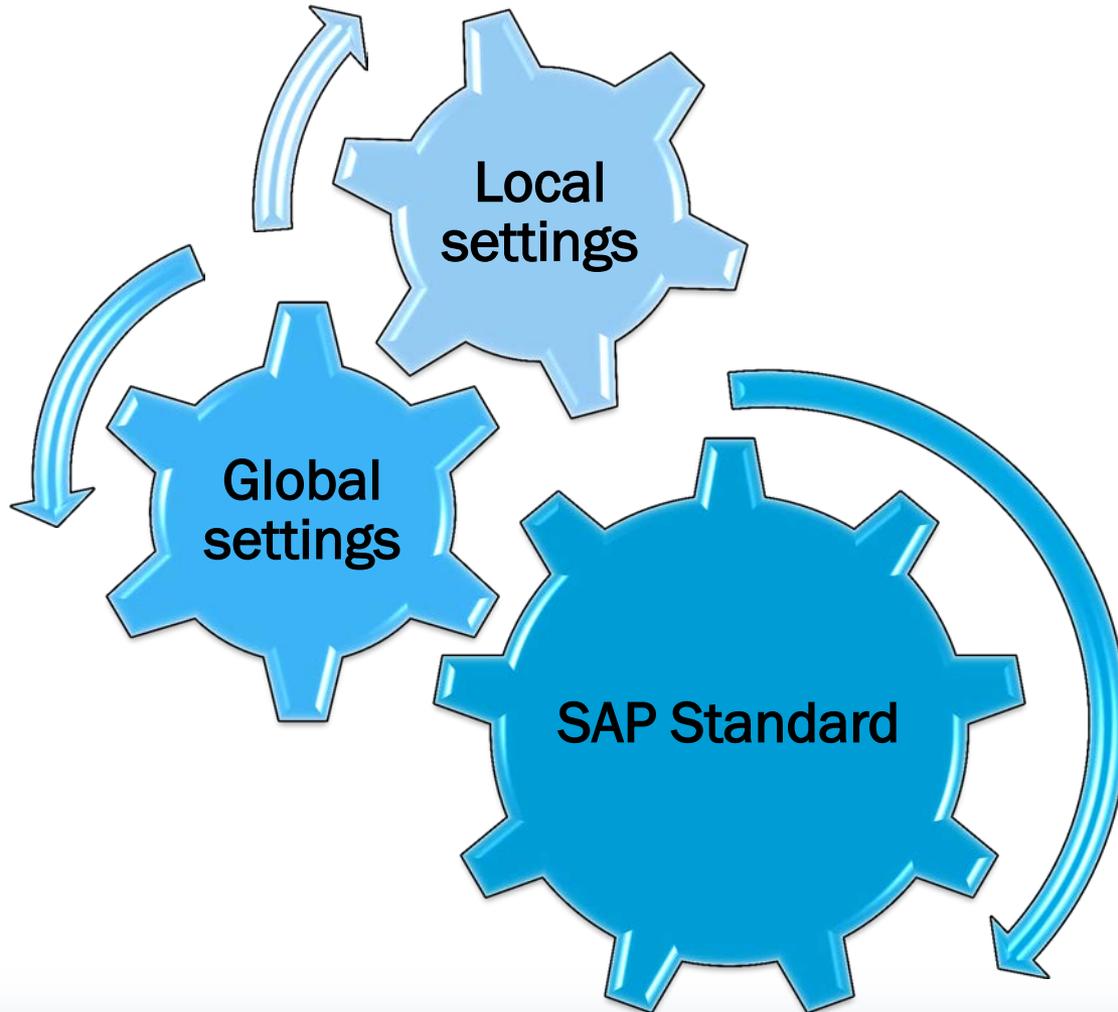
■ Fully centralized

- ▶ One system for all countries
- ▶ System administered and customized by one central team
 - No need to limit access by country for:
 - Administrators
 - Customizing experts
 - Developers
- ▶ Somewhat more complex
 - Some need for the concepts discussed in this session

The Middle Ground

- **Only a few global SAP ERP HCM platforms fall into one of the two extreme categories**
- **The most common scenario is:**
 - ▶ One global system or 3-5 regional systems
 - ▶ At least some customizing activities are done locally
 - ▶ Even for settings changed by the central IT unit only, responsibilities are often split by country
 - E.g., the person at corporate IT, who does configuration changes for the Nordic countries, is not supposed to change settings for the UK
- **In these scenarios, many organizations are looking for a way to guarantee nobody has access to country settings outside their area of responsibility**

Background: The Global Template



**Building
Blocks**

Background: Global Template Document



A	B	C	D	E	F
Data group	data	global	local	mixed	comment
Infotype 0000	Action type			x	Global: numeric Local: Start with country character
	Action reason			x	dto.
Infotype 0001	company code	x			
	Personnel area	x			
	Personnel Subarea		x		
...					
Qualifications	Qualification groups	x			
	Qualifications			x	Start with GL or country ISO code

- This document specifies, in detail, which settings and name spaces are local and global
- It therefore sets the foundation for:
 - ▶ End-user authorizations
 - ▶ Responsibilities of local configuration teams



**Best
Practice**

Are Separate Clients the Solution?

■ Having one system, but a separate client for each country, used to be commonplace in the past



► This often looked like the right decision at the time

- It was the easiest way to manage complexities
- Focus was often on payroll and other very local processes

Caution ► Many organizations are now busy reintegrating the multi-client platform into one client

- Global processes become more important
- Complexities of managing an international SAP ERP HCM system are better understood
- Operating cost are lower in a one-client system

■ Few scenarios would still favor a one-system/multi-client solution

- **If several teams are responsible for customizing and development for dedicated countries or groups of countries, there needs to be a way to make sure there is no meddling between teams and countries**
 - ▶ One solution would be to rely on:
 - Rules and clearly defined processes
 - Checks (e.g., through the transport system)
 - Audits
 - ▶ However, many organizations are looking for a technical solution based on authorizations
 - Authorizations for end users, e.g., concerning HR master data, can easily separate personnel areas from each other
 - There is no such easy way for technical authorizations, but you can build a solution based on line-oriented authorizations

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- **Reducing the effort**
- **Wrap-up**

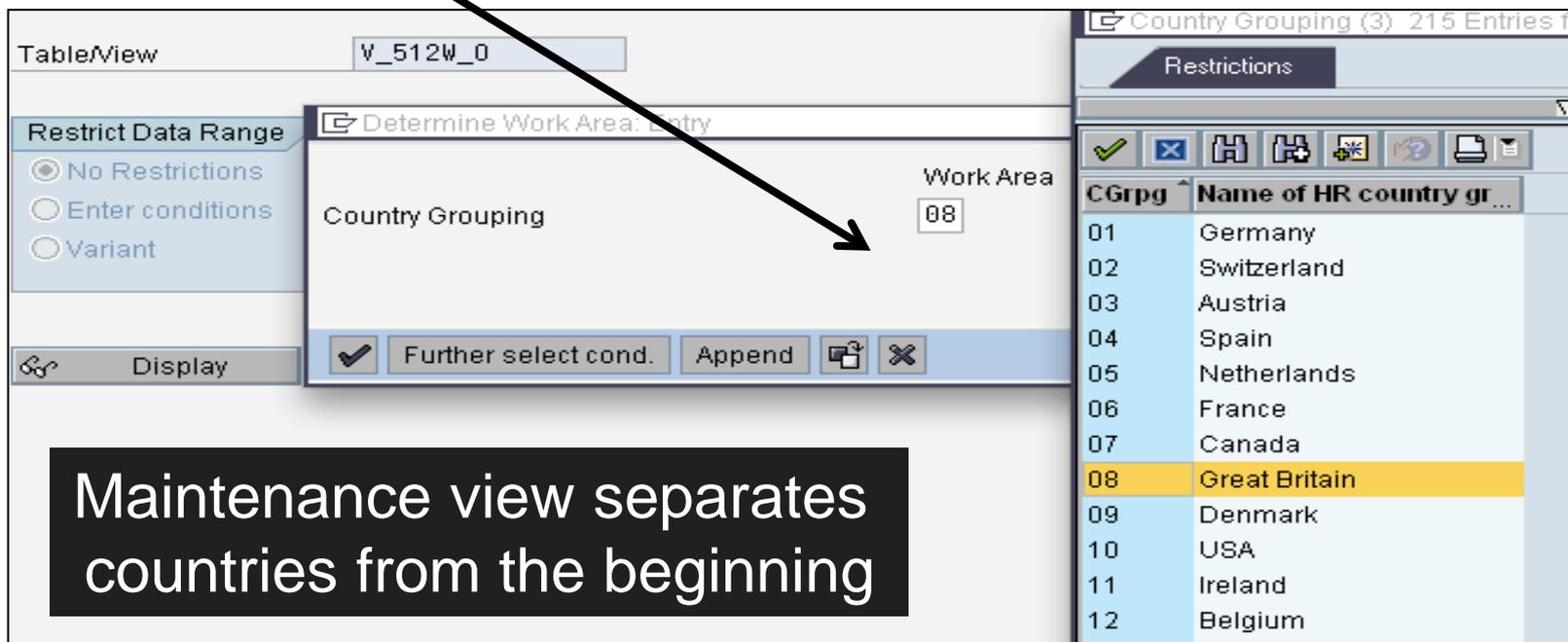
Customizing Tables

- **If somebody has authorization to access a certain table:**
 - ▶ He, usually, can change all entries in this table
 - ▶ Sometimes it is easy to see which entries belong to which country, but sometimes mistakes are easily made
- **How table entries correspond with countries**
 - ▶ Many tables have one clear key to separate countries
 - In most tables relevant for payroll, this is the country modifier (MOLGA)
 - ▶ For other tables, you need to define namespaces per country bespoke to your organization, as there is no dedicated key
 - E.g., often done for action reasons (infotype 0000)
 - ▶ Some tables are truly global, so that all their entries affect more than one country
- **So, there's enough room for mistakes ...**

Example: Wage Type Table

Cl	CGrpg	Wage Type	End Date	Start Date	VB	State.WT	Percent	VB	State.WT	Percent	VB	State.WT	Percent	Processing classes
800	07	1000	31.12.9999	01.01.1990			100,00			0,00			0,00	0000 0 1 11 202
800	10	1000	31.12.9999	01.01.1900			0,00			0,00			0,00	3 0 0 0 3 01
800	10	1001	31.12.9999	01.01.1900			0,00			0,00			0,00	3 0 0 0 3 01
800	13	1001	31.12.9999	01.01.1992										00
800	29	1000	31.12.9999	01.01.1992										
800	48	1000	31.12.9999	01.01.1990			100,00			0,00			0,00	4 2 0 000

Wage types for all countries in one table



The screenshot shows the SAP maintenance view for table V_512W_0. A 'Restrictions' dialog box is open, showing 'Country Grouping' with a 'Work Area' of '08'. The 'Restrict Data Range' options are 'No Restrictions', 'Enter conditions', and 'Variant'. The 'Display' button is visible. On the right, a list of countries is shown, with '08 Great Britain' highlighted.

Maintenance view separates countries from the beginning

Example: Time Type Table

PSGpg	Time type	Time type descript.	Start Date	End Date
01	0003	Skeleton time	01.01.1901	31.12.9999
01	0005	Flextime balance	01.01.1901	31.12.9999
02	0003	Skeleton time	01.01.1901	31.12.9999
13	0003	Skeleton time	01.01.1901	31.12.9999
13	0005	Flextime balance	01.01.1901	31.12.9999

Grouping of personnel subareas for time recording

- **Entries are not necessarily restricted to one country**
- **“Grouping of personnel subareas for time recording”**
 - ▶ Enables you to separate groups of time types if requirements are different for different parts of the organization
 - ▶ May or may not be related to the country
 - But usually it is

Example: Personnel Actions

Actio...	Name of Action Type	F	Cus...	Emp...	Spe...	Check	P	P	E	E	IG	D...	U...	U...	C...
01	Hire	1		3	1		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	10		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
02	Change of Position	0					<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	82		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
03	Change of department	1		3	1		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	03		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
04	Termination	1		3	1		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	04		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
05	Country reassignment	0					<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

■ Some actions are used across countries

- ▶ Although the infogroups (sequence of infotypes processed) will often differ between countries

■ Other actions are bespoke to one country

- ▶ To indicate this, it is recommended that you agree on name spaces, but, technically, they are not assigned to one country

Actio...	Name of Action Type	F	Cus...	Emp...	Spe...	Check	P	P	E	E	IG	D...	U...	
D1	Semi-retirement (Germany)	0					<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	D1		<input checked="" type="checkbox"/>	<input type="checkbox"/>
D2	Termination EU-Rente (Germany)	0					<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	D2		<input checked="" type="checkbox"/>	<input type="checkbox"/>

The Most Infamous Pitfall: Employee Groupings

- **Table T503 and its views define characteristics of employee groups and subgroups in so called groupings**
- **T503 is a table with far reaching impact, so this is dangerous**

- ▶ When making changes to this table, users are asked for the country, making many of them think they make changes for one country only
- ▶ However:
 - The entries in this table can refer to many countries
 - The view only applies a filter for irrelevant entries
 - Any change can affect many or all countries



Warning

■ **Solution**

- ▶ Global responsibility for T503 or country-specific employee subgroups

- **Programming is even more prone to meddling between countries**
 - ▶ There is no way to assign ABAPs or other developments to a particular country
 - ▶ If the developer isn't careful, an ABAP may easily affect data from employees in countries the program wasn't supposed to be used for
- **How to reduce risk in custom development**
 - ▶ Use name spaces or packages
 - ▶ Clear development guidelines and training
 - Most notably for Function Exits and BAdIs
 - ▶ Rigid quality assurance process
- **Often, rollouts are based on “bad practice” because the system was not originally designed for global use**

■ Most BAdIs and function exits are processed for all countries

- ▶ BAdIs sometimes use country or company as a filter, though this option still needs to be used accordingly
- ▶ Function exits don't have this filter, so it needs to be taken care of by the developer
- ▶ Some function exits affect areas which usually require bespoke system behavior for each country, such as:
 - Calculating leave quota
 - Defaults values and messages in all infotypes

■ Solution for function exits

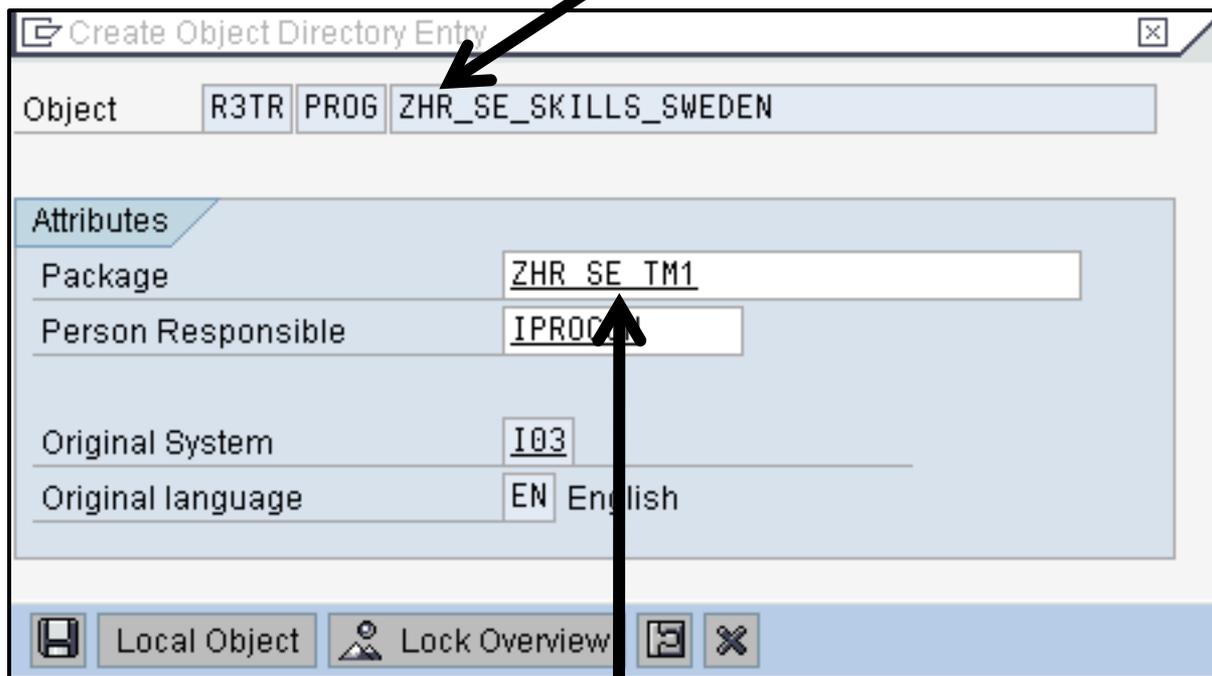
- ▶ Local developers have includes for their own countries
- ▶ Global developers make sure the right include is processed for each country and perform quality checks



**Best
Practice**

Example: Name Space and Package

Use "ZHR_SE" as first characters for objects bespoke for Sweden



The screenshot shows the 'Create Object Directory Entry' dialog box in SAP. The 'Object' field contains 'R3TR | PROG | ZHR_SE_SKILLS_SWEDEN'. The 'Attributes' section includes: 'Package' with 'ZHR_SE_TM1', 'Person Responsible' with 'IPROCON', 'Original System' with 'I03', and 'Original language' with 'EN English'. A black arrow points from the top text box to the 'ZHR_SE' part of the object name, and another black arrow points from the bottom text box to the 'ZHR_SE_TM1' package name.

Field	Value
Object	R3TR PROG ZHR_SE_SKILLS_SWEDEN
Package	ZHR_SE_TM1
Person Responsible	IPROCON
Original System	I03
Original language	EN English

Use "ZHR_SE_TM1" as package for developments in talent management bespoke for Sweden

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The Concept of Line-Oriented Authorization

■ Line-oriented authorization is required if a user must have access to some entries in a table (customizing view) but not to others

- ▶ E.g., a user is responsible for wage types in Chile, but mustn't change wage type settings for other countries
 - The wage types in Chile can be separated through the field country modifier (MOLGA), which is "39" for Chile only
- ▶ With "normal" authorization objects (usually S_TABU_DIS), you can control access only to a table, not to individual entries of a table
- ▶ Line-oriented authorization (object S_TABU_LIN) controls access to each entry of a table through its key fields
 - It requires some customizing to set up so-called "organizational criteria" before you can use it



Lesson ▶ You will need a combination of S_TABU_DIS and S_TABU_LIN

Where to Configure Line-Oriented Authorizations

Dialog Structure		Organization criteria	
Organization criteria		Org. crit.	table-ind.
Attributes		CAREA	<input checked="" type="checkbox"/>
Table Fields		MOABW	<input checked="" type="checkbox"/>
		MOBDE	<input checked="" type="checkbox"/>
		MOLGA	<input checked="" type="checkbox"/>
		MOPTB	<input checked="" type="checkbox"/>
		MOSID	<input checked="" type="checkbox"/>
		MOVER	<input checked="" type="checkbox"/>
		MOZKO	<input checked="" type="checkbox"/>
		PERSA	<input checked="" type="checkbox"/>

■ You need to set up organizational criteria

- ▶ IMG: SAP NetWeaver® → Application Server → System Administration → Users and Authorizations → Line-oriented Authorizations
- ▶ Some very useful examples come out of the box pre-configured
 - Check before building your own

Example: Attributes of “Country Modifier”

The screenshot shows a dialog box for role maintenance. On the left is a 'Dialog Structure' tree with 'Organization criteria' expanded to 'Attributes'. The main area displays the following fields:

Organization crit.	MOLGA
Org. crit. name	HR country grouping
Attrib.	MOLGA
Name	HR country grouping
Authorization fld	1st organization criterion attribute
Role Maintenance Search Help	
Search Help Name	
SearchHelpParam	

- **The organizational criterion MOLGA uses the field country modifier to control access to customizing views**
 - ▶ It has only one attribute (MOLGA)
 - ▶ One could use up to 8 attributes, but more than 2 is very rare
 - ▶ Search help is rarely used

Example: Table Fields of “Country Modifier”

Dialog Structure	
Organization criteria	
Attributes	
Table Fields	
Organization crit.	MOLGA
Org. crit. name	HR country grouping
Attrib.	MOLGA
Name	HR country grouping
View/table	T500L
Table Fields	
Field Name	MOLGA
Domain	MOLGA

- **This organizational criterion is defined as table independent**

- ▶ Therefore, it covers all customizing views where MOLGA is used
- ▶ Tables are recognized through the domain name (here: MOLGA)

- **To identify the key field, enter a table and then select the field name from a drop-down list**



Key
Feature

Example: Table “Infotype Screen Control”

Change View "Infotype Screen Control": Overview

New Entries

	Mod. Pool	Screen	Feature	Variable key	Alt. screen	Next screen
	MP005900	2000			2000	0
	MP006000	2000			2000	0
	MP006100	2000	P0061		2000	0
	MP006200	2000	P0062		2000	0

■ In our example, we want to restrict access to customizing of screen control in table T588m

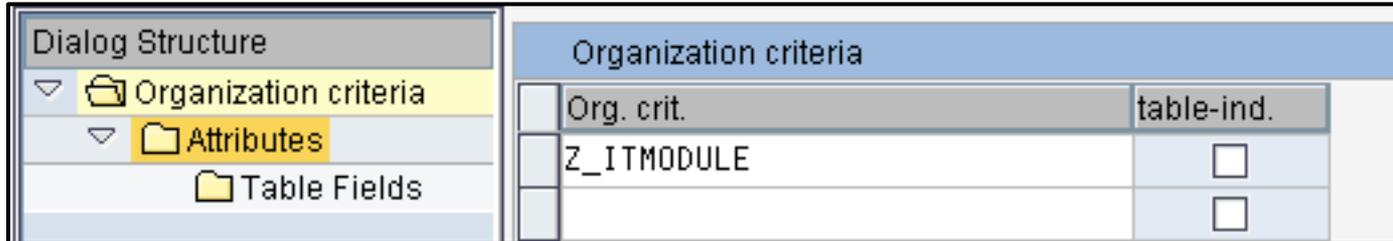
- ▶ One user should have access only to the screen control for infotypes 0059 and 0060, which are bespoke for Sweden
- ▶ They are represented in the two first lines in the picture above
- ▶ The key field we can use to control access is the first column: Module Pool



Demo

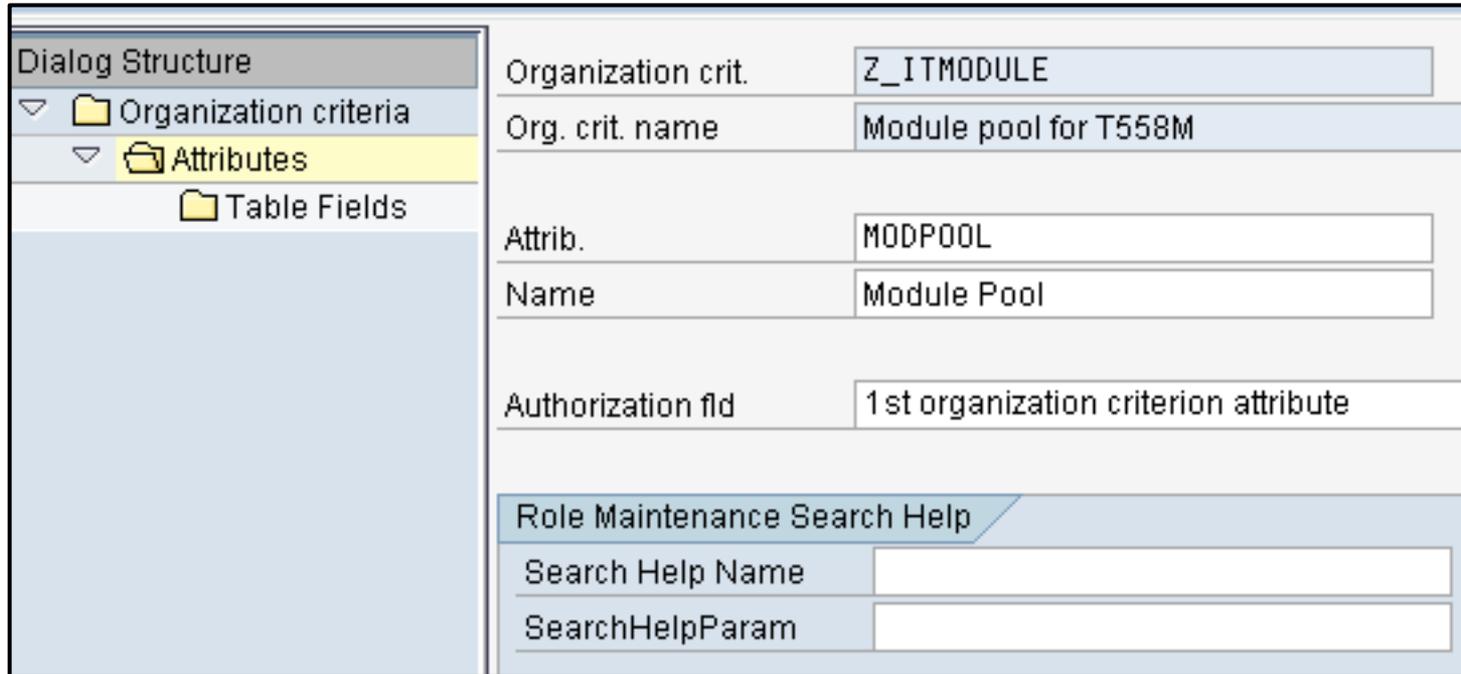
- **Based on the example set out on the previous slide, we'll see a demo in two parts**
 - ▶ Creating organizational criteria
 - ▶ Using organizational criteria in line-oriented authorizations

Start Creating a New Organizational Criterion



- Click “new entries”
- Define a name
- Decide whether it is only for one table or all tables matching the key fields you plan to use
 - ▶ Check “table-ind.” (table independent), if it should cover all tables with the key fields selected (e.g., all tables containing the country modifier MOLGA)

Create Attributes



Organization crit.	Z_ITMODULE
Org. crit. name	Module pool for T558M
Attrib.	MODPOOL
Name	Module Pool
Authorization fld	1st organization criterion attribute
Role Maintenance Search Help	
Search Help Name	
SearchHelpParam	

■ Select “Attributes” and click “new entries”

■ Create up to 8 attributes

- ▶ Each attribute corresponds to a key field to identify the table entries a user should have access to
- ▶ You usually don't need a search help

Assign Table Fields

Dialog Structure	
Organization criteria	
Attributes	
Table Fields	
Organization crit.	Z_ITMODULE
Org. crit. name	Module pool for T558M
Attrib.	MODPOOL
Name	Module Pool
View/table	T588M
Table Fields	
Field Name	REPNA
Domain	MODULPOOL

■ This is where you actually define how to identify entries in a customizing table

- ▶ Select the table you want to control
- ▶ Select the field name
- ▶ The domain will be provided automatically

Add Further Key Fields

Organization crit.	Z_ITMODULE	
Org. crit. name	Module pool for T558M	
Attrib.	MODPOOL	
Name	Module Pool	
Table Fields		
View/table	Field name	Leadng fld
T588M	REPNA	<input checked="" type="checkbox"/>

■ Add further fields, as required

- ▶ In this example, Dynpro number (screen number) and variable key might make sense, but we'll leave it at one field

■ In most cases, only one field is required

Activate the Organization Criterion

TRFAR	Pay scale type	<input type="checkbox"/>
TRFGB	Pay Scale Area	<input type="checkbox"/>
Z_CNAME	Pay Scale Area	<input checked="" type="checkbox"/>
Z_COMPANY_CODE	Comapany Code	<input checked="" type="checkbox"/>
Z_ITMODULE	Module pool for T558M	<input checked="" type="checkbox"/>



**Don't
Forget**

- **To use the new criterion, it needs to be activated**
- **Note that after activation, only users with the corresponding authorizations will be able to access any lines in this table**
 - ▶ So, before activating the criterion, assign the authorization object S_TABU_LIN (see following demo)
 - ▶ Users that should not be restricted in their access to the table still need S_TABU_LIN with the entry "*" set for this criterion

■ By now, we have created an organizational criterion

- ▶ Controlling the access to table T588M
- ▶ Using the field “Module Pool” as a key

■ In the next step, we have to assign it to the roles of all users who need to access this table

- ▶ To do so, we have to use the authorization object S_TABU_LIN
- ▶ Do not forget users who should have no restrictions at all when accessing T588M



Demo

- **We'll add S_TABU_LIN to a role allowing a user access to T588M for two entries dealing with Swedish infotypes**

“Normal” Authorizations for Customizing Tables

Z_IP_EXAMPLE_PRAGUE		Example for using line oriented authorizations	
Maintained	Cross-application Authorization Objects	AAAB	
Changed	Basis: Administration	BC_A	
Standard	Cross-Client Table Maintenance	S_TABU_CLI	
Changed	Table Maintenance (via standard tools such as SM30)	S_TABU_DIS	
Changed	Table Maintenance (via standard tools such as SM30)	T-I355071800	
*	Activity	02, 03, BD	
*	Authorization Group	*	
Maintained	Basis - Development Environment	BC_C	

■ Typical authorizations for a user with customizing rights

- ▶ Access to tables is controlled through S_TABU_DIS

Adding Authorization Object S_TABU_LIN



Attrib.	Name	Frm	To	More...
Attribute 1	Module Pool	*		➔
Attribute 2	Not used	*		
Attribute 3	Not used	*		
Attribute 4	Not used	*		
Attribute 5	Not used	*		
Attribute 6	Not used	*		
Attribute 7	Not used	*		
Attribute 8	Not used	*		

■ Adding a new authorization based on the object S_TABU_LIN

- ▶ There's only one attribute, Module Pool, because we defined only one attribute before
- ▶ All other attributes need to carry the "*" entry

Filling in Organizational Criteria

Change role: Organizational criterion values

Organization criterion: Z_ITMODULE

Org. name: Module pool for T558M

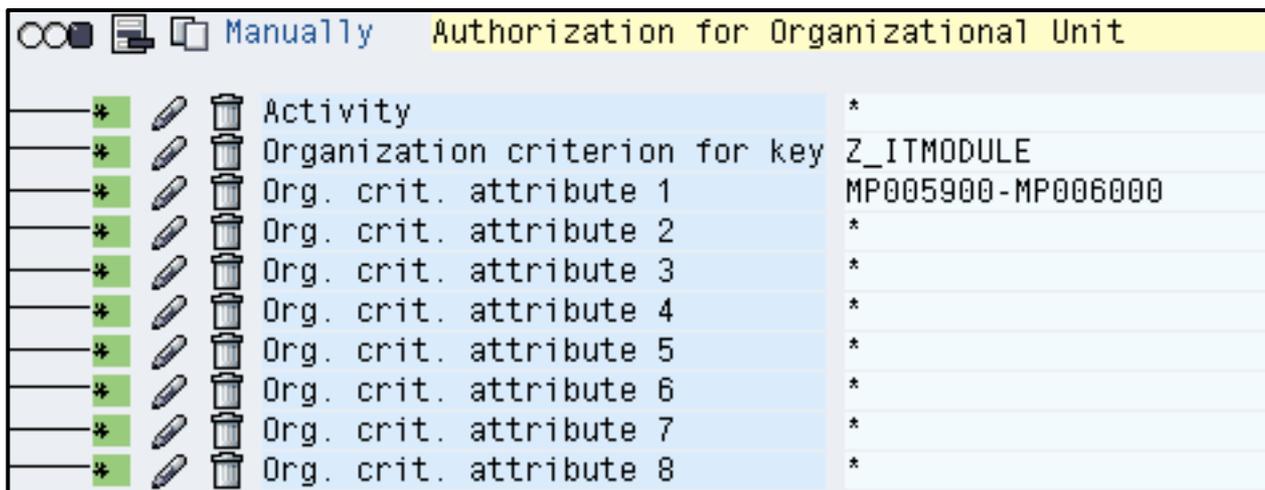
Activity: *

Attrib.	Name	Frm	To	More...
Attribute 1	Module Pool	MP005900	006000	➔
Attribute 2	Not used	*		
Attribute 3	Not used	*		
Attribute 4	Not used	*		
Attribute 5	Not used	*		
Attribute 6	Not used	*		
Attribute 7	Not used	*		
Attribute 8	Not used	*		

Navigation icons: ✓, 📄, ✗

- Enter the keys for the two infotypes defined that we want the user to have access to

Result: Object S_TABU_LIN Filled In



The screenshot shows a SAP authorization configuration window titled "Manually Authorization for Organizational Unit". The window contains a table with the following data:

Icon	Field Name	Value
* [edit] [trash]	Activity	*
* [edit] [trash]	Organization criterion for key	Z_ITMODULE
* [edit] [trash]	Org. crit. attribute 1	MP005900-MP006000
* [edit] [trash]	Org. crit. attribute 2	*
* [edit] [trash]	Org. crit. attribute 3	*
* [edit] [trash]	Org. crit. attribute 4	*
* [edit] [trash]	Org. crit. attribute 5	*
* [edit] [trash]	Org. crit. attribute 6	*
* [edit] [trash]	Org. crit. attribute 7	*
* [edit] [trash]	Org. crit. attribute 8	*

- The data is transferred from the pop-up window shown on the previous slide into the authorization object

Results in Customizing View

Change View "Infotype Screen Control": Overview of Selected

New Entries

	Mod. Pool	Screen	Feature	Variable key	Alt. screen	Next screen
	MP005900	2000			2000	0
	MP006000	2000			2000	0

- **As a result, the user can access only the two entries specified**
 - ▶ So, if this user is responsible for the configuration of HR in Sweden, he/she can change screen control for these two Swedish infotypes only



Solution

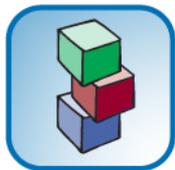
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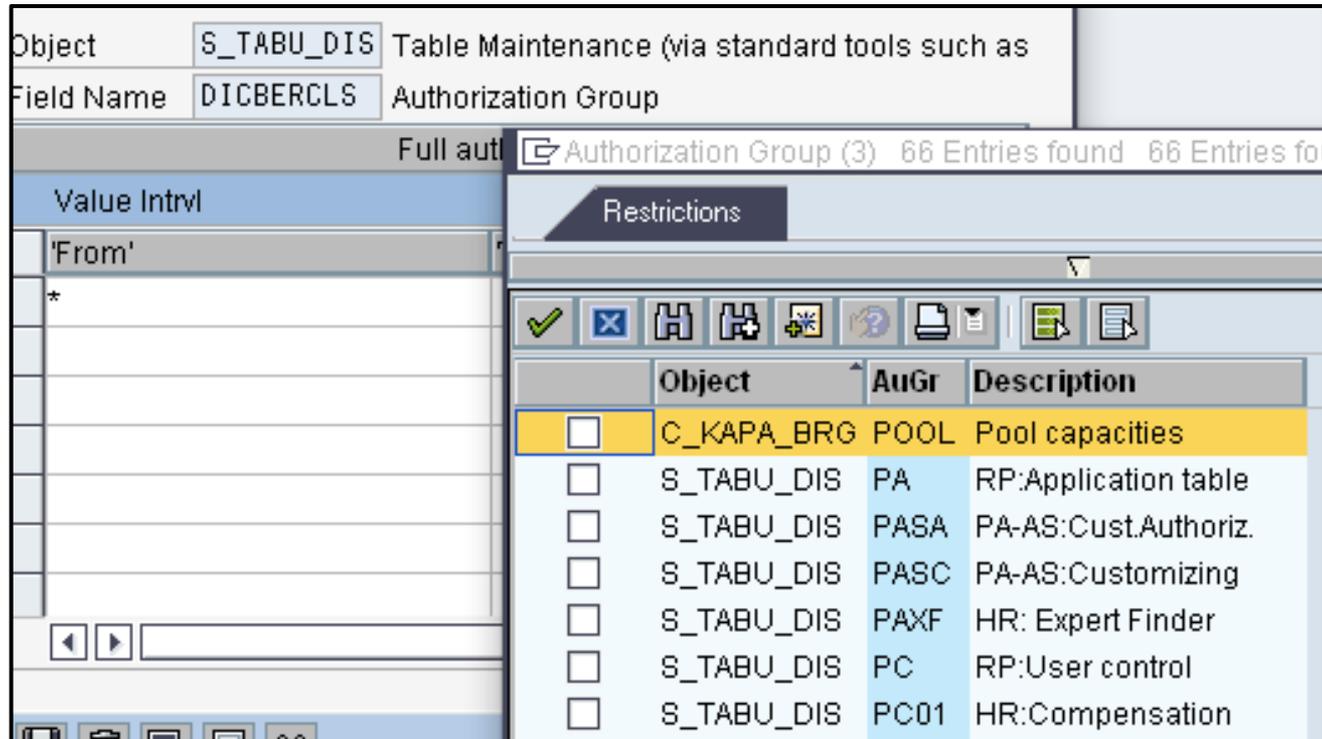
Providing Access Per Table

■ S_TABU_LIN restricts only lines within tables

- ▶ In order to control which tables a user can change or view, authorization object S_TABU_DIS must be used
- ▶ S_TABU_DIS makes use of authorization groups to identify tables



Building
Blocks



The screenshot shows the SAP authorization configuration for the object S_TABU_DIS. The 'Field Name' is set to DICBERCLS, and the 'Authorization Group' is set to Full aut. The 'Restrictions' table is displayed, showing a list of authorization groups and their descriptions.

Object	AuGr	Description
<input type="checkbox"/> C_KAPA_BRG	POOL	Pool capacities
<input type="checkbox"/> S_TABU_DIS	PA	RP:Application table
<input type="checkbox"/> S_TABU_DIS	PASA	PA-AS:Cust.Authoriz.
<input type="checkbox"/> S_TABU_DIS	PASC	PA-AS:Customizing
<input type="checkbox"/> S_TABU_DIS	PAXF	HR: Expert Finder
<input type="checkbox"/> S_TABU_DIS	PC	RP:User control
<input type="checkbox"/> S_TABU_DIS	PC01	HR:Compensation

Changing Authorization Groups

Authorization group assignment to table/view		
Table	Authorization	Description
T588M	PC	RP:User control
T588N	PC	RP:User control
T588O	PC	RP:User control
T588Q	PC	RP:User control
T588R	PC	RP:User control

- **Based on your global template definition, you'll have three groups of tables**
 - ▶ Changed by the central team only
 - ▶ Relevant for one country only
 - ▶ Changed locally in all countries (usually restricted by S_TABU_LIN)
- **Authorization groups from SAP usually do not match your design**
 - ▶ You can change the assignment of authorization groups to tables through view V_DDAT_54 via transaction SM31 or SM30

Creating New Authorization Groups

Table/View: V_TBRG

Determine Work Area: Entry

Restrict Data Range

- No Restrictions
- Enter conditions
- Variant

Authorization object: S_TABU_DIS

Work Area: S_TABU_DIS

Further select cond. Append

AuGr	Description
9SE	HR Sweden
9ALL	HR global only
9LOC	HR local

■ Sometimes you may require additional authorization groups

- ▶ You create a new group through the customizing view V_TBRG via transaction SM31 or SM30

Schemas, Rules, and Features

- **Schemas and rules can be very complex and are crucial for payroll and time management**
 - ▶ Therefore, having them messed up by local configuration teams is a high risk
- **Usually, schemas are bespoke to one country (in payroll they have to be, but even in Time Management countries have very different rules, thus requiring different schemas)**
 - ▶ However, as they are not customized through a table, S_TABU_LIN doesn't work to restrict access
 - ▶ There is no working authorization object
- **The same is true for rules and features**
 - ▶ Some rules and most features are used across countries, so you may want only the central team to make changes

Pragmatic Solution

■ An easy way to restrict access to schemas, rules, and features

- ▶ Define a special user for their maintenance in each country
- ▶ Make this user the “person responsible” in the attributes
- ▶ Allow changes by person responsible only
- ▶ Allow each local team to use their particular user name

Edit Schema: Attributes

Documentation

Schema Swedish payroll accounting schema

Attributes

Program class Payroll

Country grouping Sweden

Schema can be executed

CE Schema

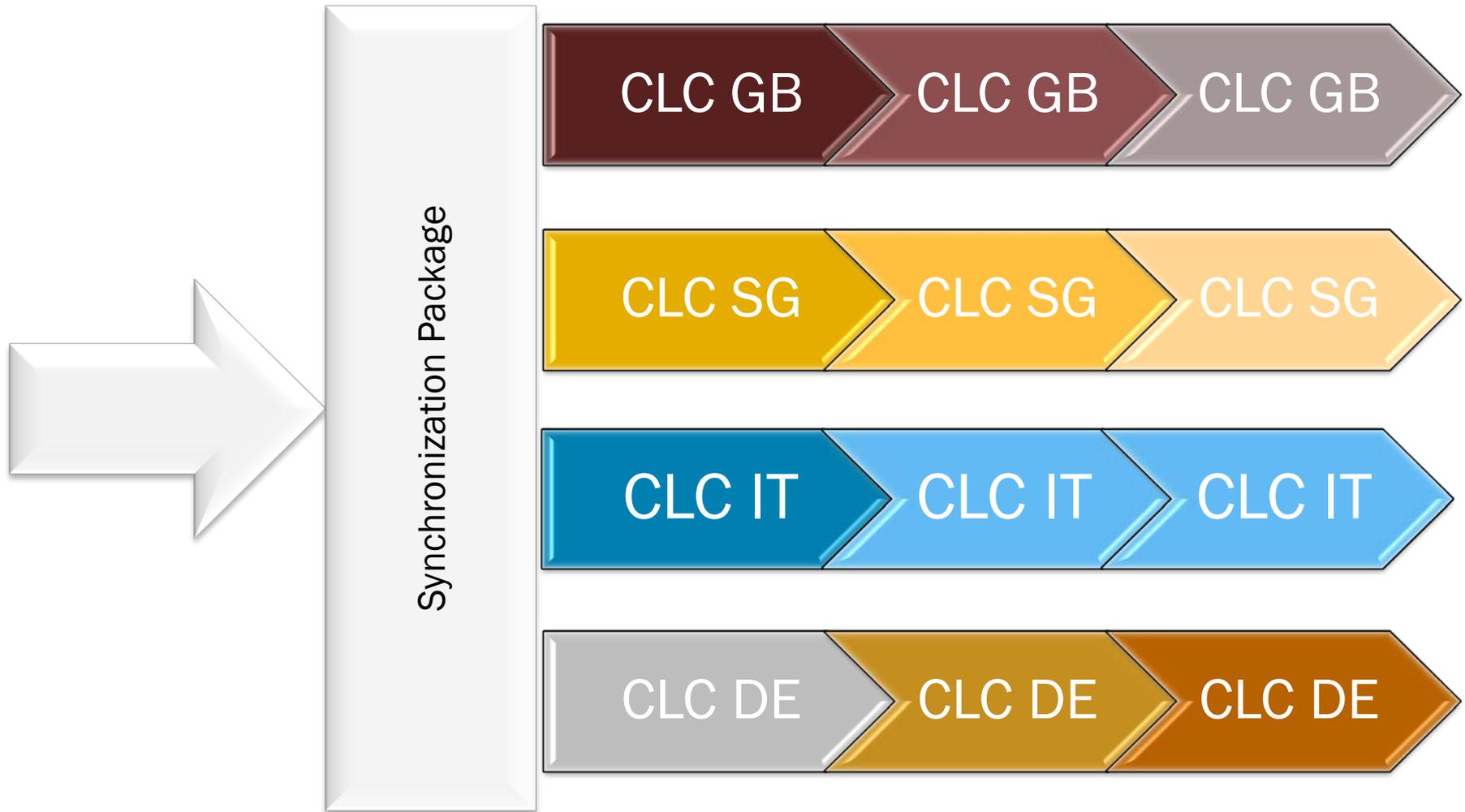
Person responsible

Changes only by person responsible

Patches: Reason for Much Distress

- **If several countries in one system use payroll, most of them have frequent and, sometimes, urgent requirements for patches**
 - ▶ The request for patches to cover legal changes often earns one country the scorn of all others, because this requires a considerable test effort for all local teams
 - ▶ This is made worse by the increasingly varied points in time when legal changes take effect
 - This is not only due to countries where the tax year deviates from the calendar year (e.g., the UK)
 - Governments tend to make more changes within the tax year
- **Solution: Country Legal Change Packages (CLCs)**
 - ▶ Put HR synchronization patches in place very timely
 - ▶ CLCs can build on that, thus deploying legal changes in one country without affecting the others

Illustrating Country Legal Change Packages



What We'll Cover ...

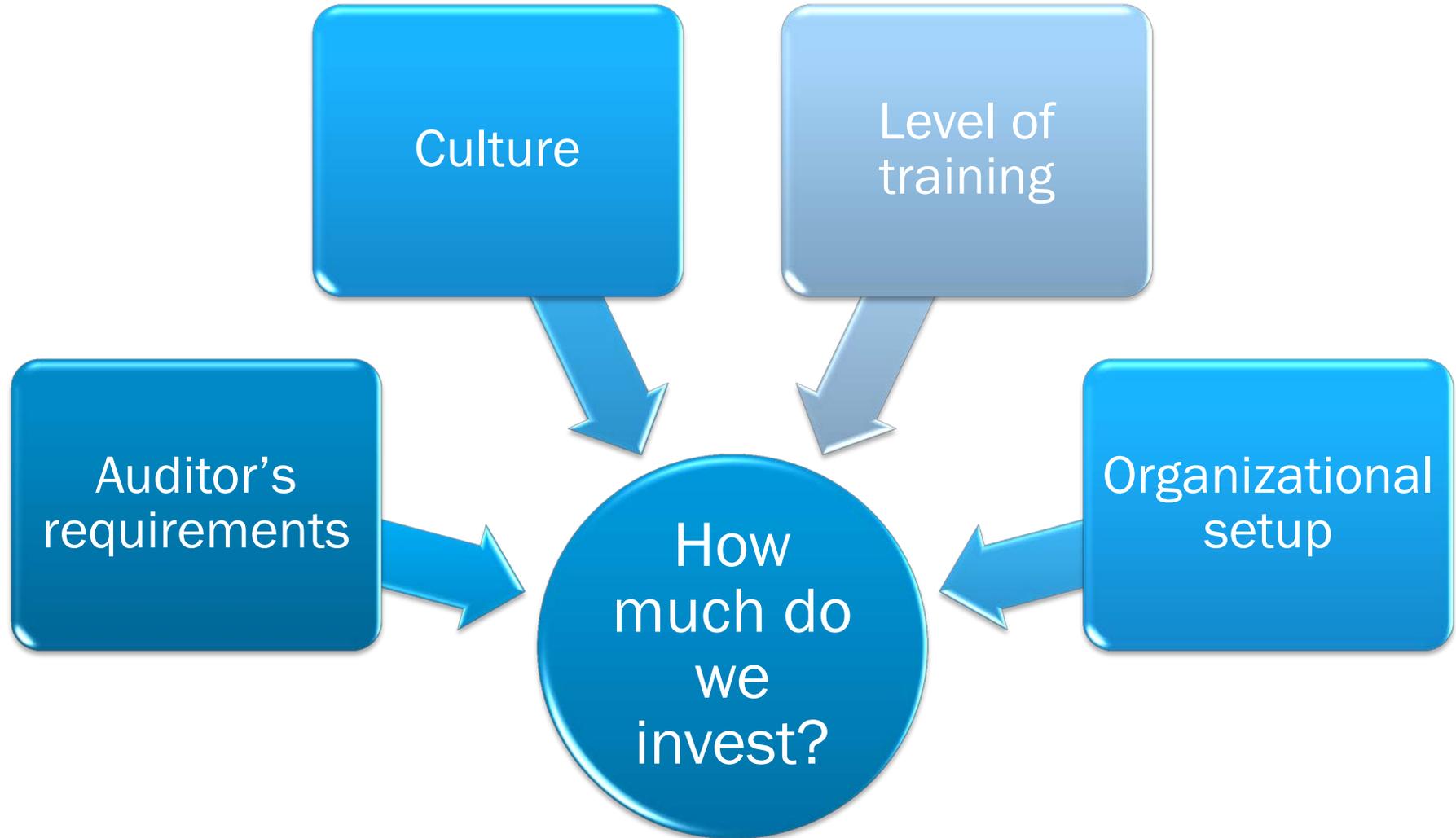
- **Configuring SAP ERP HCM in an international setting**
- **Understanding the risks in a decentralized system**
- **Using line-dependant authorizations for customizing views**
- **Dealing with other elements of system configuration**
- **Reducing the effort**
- **Wrap-up**

Assessing the Effort

- **The solution suggested demands a significant effort for initial setup, as well as on an ongoing basis**
 - ▶ Creating organizational criteria
 - ▶ Redesigning authorization groups for tables
 - ▶ Extra users or more complex solutions for schemas, rules, and features

- **While the steps mentioned above cover customizing settings, there are further elements to consider**
 - ▶ Programming
 - ▶ Authorizations and user maintenance
 - ▶ Access to master data for technical teams through data browser and other tools
 - ▶ Portal content

Do You Really Need This?



Doing It Differently

- **Some organizations have a decentralized setup, but abstain from complex technical solutions**
- **Before you make big investments and increase operating cost, consider other options:**
 - ▶ Develop clear configuration and development guidelines
 - ▶ Provide **training** for local teams
 - ▶ Keep really critical tables open for the central team only
 - ▶ Set up a quality assurance process for transport request involving the central team
 - ▶ Keep configuration completely centralized for countries with smaller populations

What We'll Cover ...

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Additional Resources

- **Anja Junold and Martin Esch, *Authorizations in SAP ERP HCM*, (SAP PRESS, 2008).**
- **Mario Linkies and Frank Off, *SAP Security and Authorizations* (SAP PRESS, 2006).**
- **Newsletter and tips on SAP ERP HCM**
 - ▶ www.iprocon.com/nl-en
- **Charles Eubanks, “Avoid Global Implementation Pitfalls with a Well-Defined, Strategic Global Template” (*HR Expert*, June 2007).**

7 Key Points to Take Home

- **Whilst it is almost impossible to do all configuration in a global system centrally, local experts can easily make mistakes with global consequences when trying to change the system for local requirements**
- **Line-oriented authorizations can control access to tables per entry, and there are two steps required to use them**
 - ▶ Define organizational criteria
 - ▶ Assign them to roles using authorization object S_TABU_LIN
- **Usually, you also need new authorization groups to restrict access to tables through authorization object S_TABU_DIS**

7 Key Points to Take Home (cont.)

- **This concept does not apply to:**
 - ▶ Configuration that is not done in tables
 - ▶ Tables with no clear key to separate countries
- **You also need to address programming and user administration**
- **Some of the most dangerous pitfalls are:**
 - ▶ T503 (employee groupings)
 - ▶ Function exits
- **Controlling local system configuration through authorizations can be expensive. It pays to think about process and training-based rather than technical solutions.**

Your Turn!



Questions?

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