

The SAP Payroll Control Centre

...feature pack 4

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- **PCC Overview**
- **Live demo payroll process**
- **Configuration basics**
- **Some tips for implementation**

What is it all about?



Manage or automate
process flow of all
payroll steps

Modern, browser
based UI (UI5)

Reportable test data
for better data
quality before 1st life
run

Custom checks
earlier and easier for
better data quality

Assigning tasks to
administrators and
monitoring them

Manage rejections

Activity log for audits

Is it the same as the HR process workbench?

**No!
That thing is
ancient
compared to the
PCC.**



But:
Reports you have enabled for the process workbench will also work with the PCC

Do we need HANA or Cloud Payroll?



No HANA required

- For the latest features you need to implement de-clustered payroll results
- HANA is recommended for de-clustering
- However: there is no significant *decrease* in performance after de-clustering without HANA
- With HANA, you can *increase* report performance on de-clustered results significantly

PCC can be used for on-premise as well as cloud payroll

- Employee Central Cloud Payroll is now an option
- Early days, but 2 UK customers will go live soon
- Once all HR components are in the cloud, payroll shouldn't be the one to require the old infrastructure

Is the solution mature?



**Yes,
but there are more peaks to climb**

Documentation is very patchy

Further improvements and standard content to be expected

Some content available in rapid deployment solution



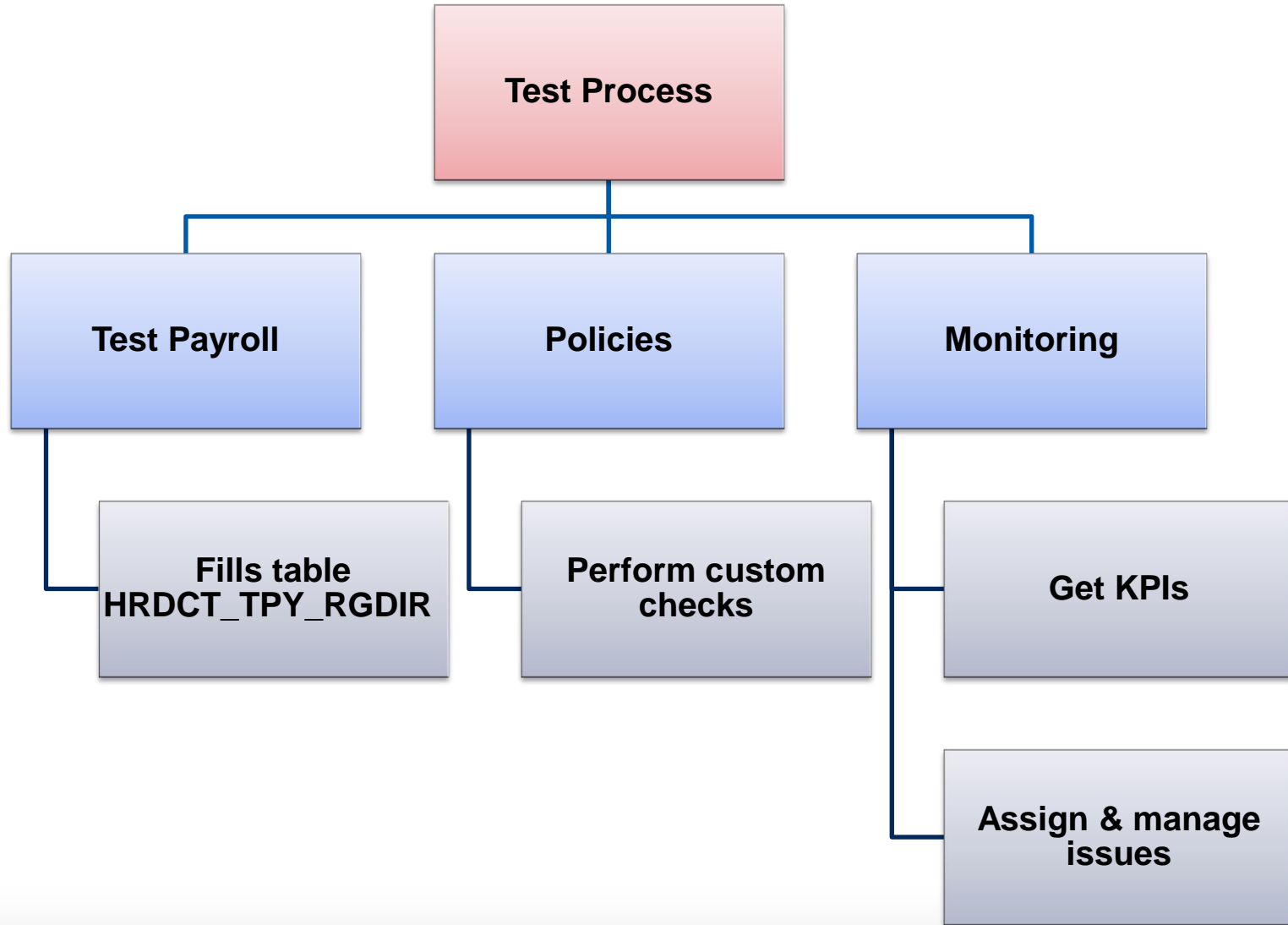
Checks overview



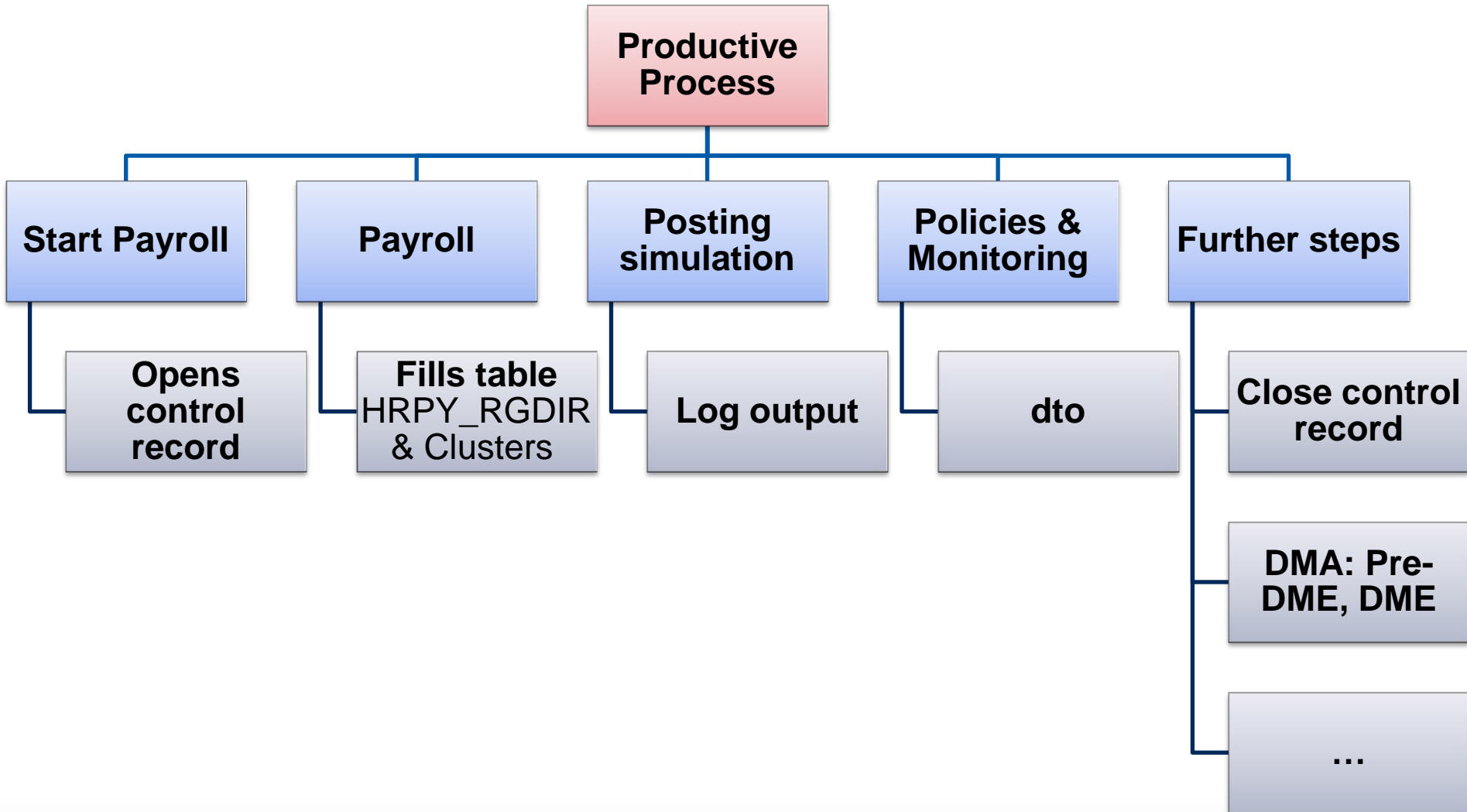
Solution	Key Value	Overview
<p>Test Check for FF4 (A1) Due on Mar 30, 2015 Due on Mar 30, 2015, 2:00:00 AM</p> <p>3 UNRESOLVED ERRORS 0 SET TO RESOLVED 0 SOLUTION APPLIED 0 COMPLETED</p> <p>fdscf addaa 00007233</p> <p>Add missing administrator info to infotype 1 Add missing basic pay info to infotype 8</p> <p>All Solutions (2) No solutions are available for this error</p>	<p>100 %</p> <p>Key value information</p>	<p>Payroll administrator information missing: Personnel administrator information missing: Time administrator information missing: No error overview is available</p>
<p>Typ Info, Arquitecto(a) 00048552</p> <p>Add missing administrator info to infotype 1 Add missing basic pay info to infotype 8</p> <p>All Solutions (2) No solutions are available for this error</p>	<p>100 %</p> <p>Key value information</p>	<p>Payroll administrator information missing: Personnel administrator information missing: Time administrator information missing: No error overview is available</p>

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What we show I



What we show II



Process Overview



0
CURRENT PROCESSES

6
UPCOMING PROCESSES

2
COMPLETED PROCESSES

August 2015

Start on 31 Jul 2015

Start process

September 2015

Start on 31 Aug 2015

Start process

October 2015

Start on 30 Sep 2015

Start process

GB Payroll Process Productive

October 2015

Start on 30 Sep 2015

Start process

Payroll Process for Test Payroll (FP3)

October 2015

Start on 30 Sep 2015

Start process

Step: test payroll

Payroll Process for Test Payroll (FP3)

October 2015

Due on 31 Oct 2015



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Run Payroll

In process



Shows “in process”
until confirmed



Run Payroll finished with errors.

[See details](#)

Information

A payroll run will be performed which produces the test payroll data.

Step details: errors



Message Details - Run Payroll



Run Payroll finished with errors.

ERROR DETAILS

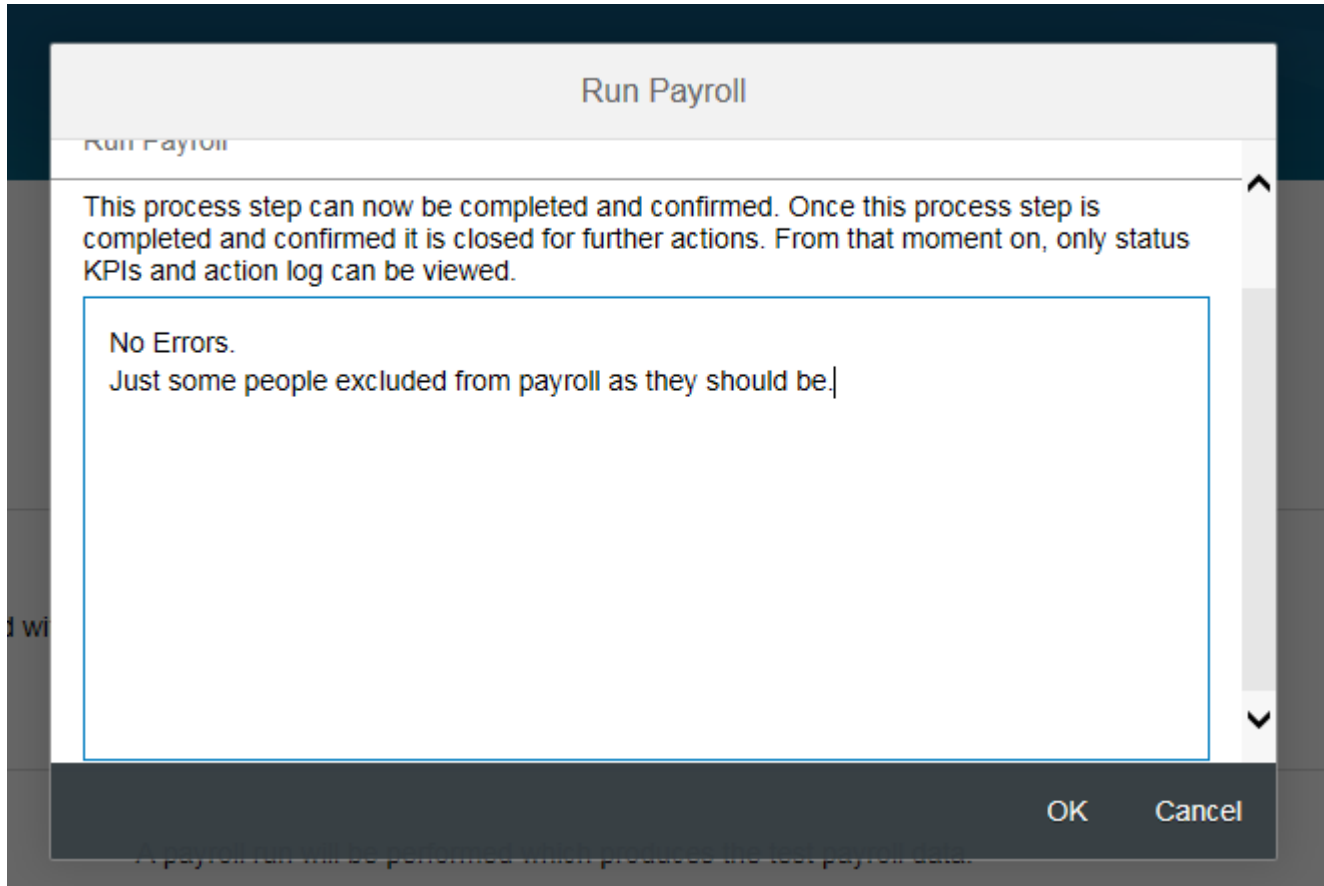
PROGRAM DETAILS

CONTACTS

ID	Name	Error ID	Error Text
90000003	Mr Ren Svingling		
90000006	Mr James Bond-J		
90000025	Herr Walt White		
90013246	Ms Wendy iProSim		
90013250	Mr Test Holiday Pay		
90013251	Ms Test Holiday Pay		

Note: employee blocked for payroll
come up as errors

Comment



- You can capture a comment at any time or, when window pops up for confirmation.
- Reportable in standard log

Step: initiate policies

Payroll Process for Test Payroll (FP3)

October 2015

Due on 31 Oct 2015

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Initiate Policies

Autostarted by Daemon:
you can configure, which
steps should auto-start.

In process

»»» Initiate Policies is currently being processed.

[See details](#)

Information

Employee data will be checked against the assigned policies for this process.

This finds the errors base don custom checks (policies)

Step: monitoring

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Monitoring

Shows you to see policy violations and KPIs (e.g. new hires)
Assignment of issues to administrators

Errors

No error

Error assignment
[Edit](#)

Employee

Active employees difference



0

% compared to last period

Total hired persons in actual period



1

Total hired persons in actual period



0

Numb. compared to last period

Information

Policy violations are displayed and can be assigned to experts for further processing.

Assign default processor for checks



Error Assignment by Policies

All policies

<input checked="" type="checkbox"/> Policy	Errors	Open Assignments	Def
<input checked="" type="checkbox"/> UK Payroll Check	0		Not

Select Default Processor

- Hannah Smith
- IPROCON_IS
- Franz Beckenbauer
- IPROCON_MC
- IPROCON_MD

Getting serious: 2nd process, step 1



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Start Payroll

Opens Control Record



Start Payroll finished successfully.

[See details](#)

Information

Employee master data maintenance will be locked for all employees that are assigned to this process.

Step 2: initiate policies - again



ERROR DETAILS

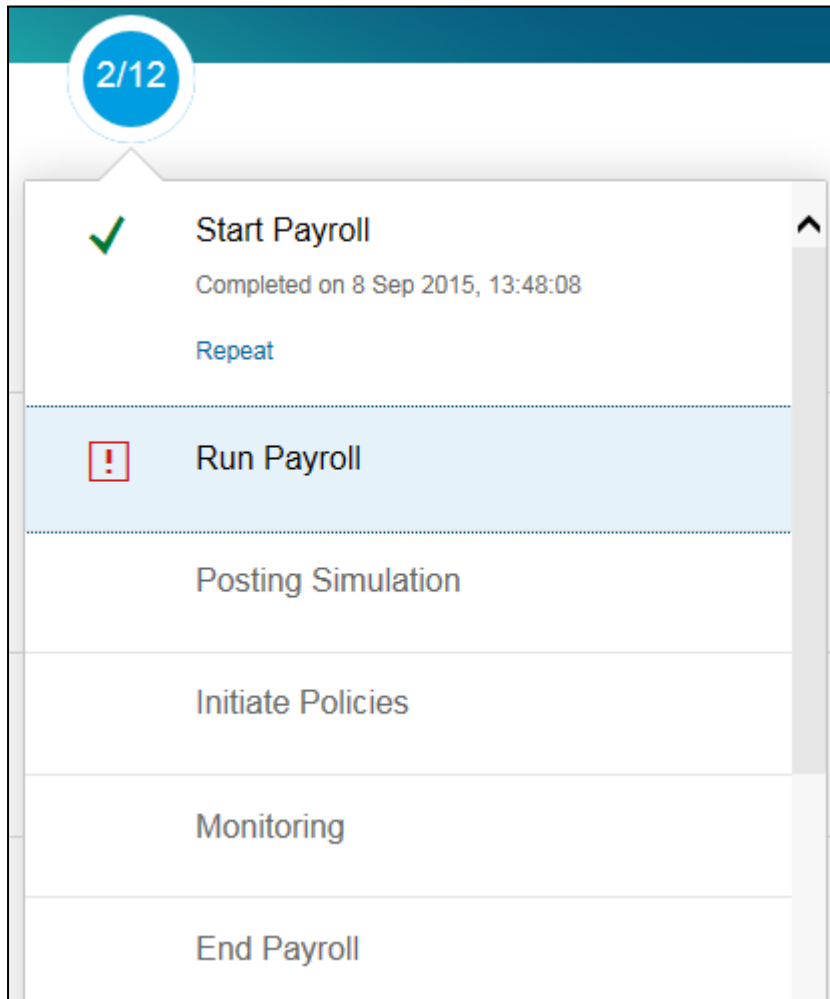
PROGRAM DETAILS

CONTACTS

ID	Name	Error ID	Error Text
90000003	Mr Ren Svingling		
90000006	Mr James Bond-J		Create Infotype Tax Data GB (IT0065)
90000025	Herr Walt White		OSPP Error; Employee has no SC3/SC4 cert. between 27.04.2015 and 08.05.2015 (IT0088)
90013246	Ms Wendy iProSim		
90013250	Mr Test Holiday Pay		

Note: These people were not processed in the current run. The old error messages are still here, because tables haven't been cleared after reset. This is not a realistic scenario in production, but can easily confuse you in test.

Repeating steps



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✓ Start Payroll
Completed on 8 Sep 2015, 13:48:08
Repeat

! Run Payroll

Posting Simulation

Initiate Policies

Monitoring

End Payroll

You can repeat steps. If you go back, the system enforces the sequence from there.

I.e.: if you go back to “run payroll” you can’t end payroll without starting and confirming the other steps in the sequence first

Log report



Action Log Viewer



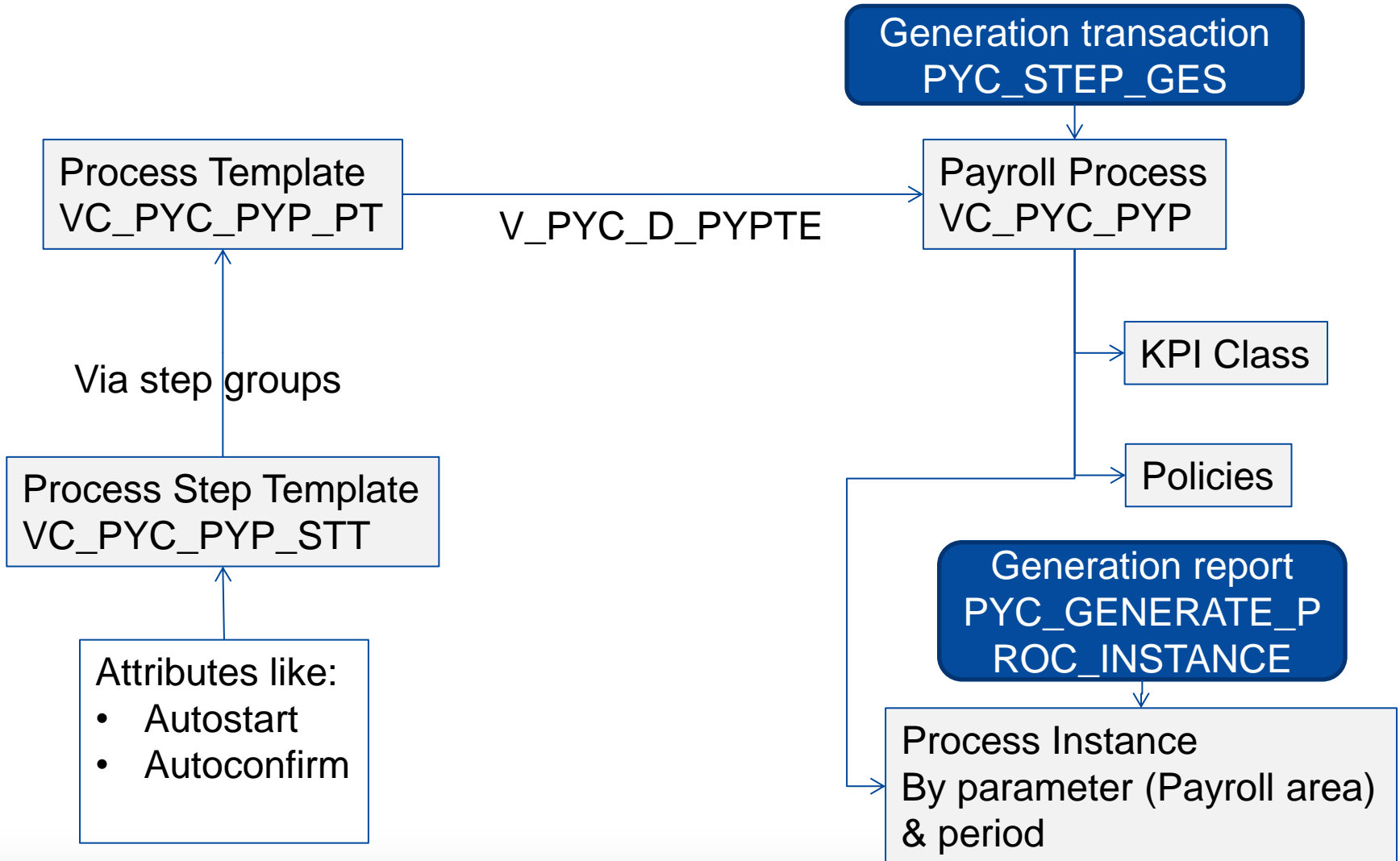
Process Step	Template Name	Date Time	User Name	Name	Action Log Category	Header Text	MType	Header Message
1_Start Payroll		08.09.2015 13:48:03	IProCON_SR	Ringling Sven	Execute	Work on open payroll control record activity started	■ ■ ■	Start to open payroll control record
2_Run Payroll		08.09.2015 13:51:25			Confirm	Successful work on automatic activity confirmed	■	: -)
3_Posting Simulation		08.09.2015 13:54:49				Successful work on posting simulation confirmed	■	error is ok. W elike errors
		08.09.2015 13:51:50			Execute	Simulate Posting started	■	Simulate posting job started
4_Initiate Policies		08.09.2015 13:55:34				Work on automatic activity started	■	Work on automatic main activity started

Comments

Action log viewer, transaction PYC_AL
Comprehensive view of all steps including comments
For autiting purposes

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Configuration Overview






Authorisations

■ Authorisation object P_PYD_INST controls rights by

- ▶ Instance&Datasource
- ▶ Activity
- ▶ Details

■ The possibilities are almost endless. Try to keep it simple!

■ Note: Steps are executed by Batch User

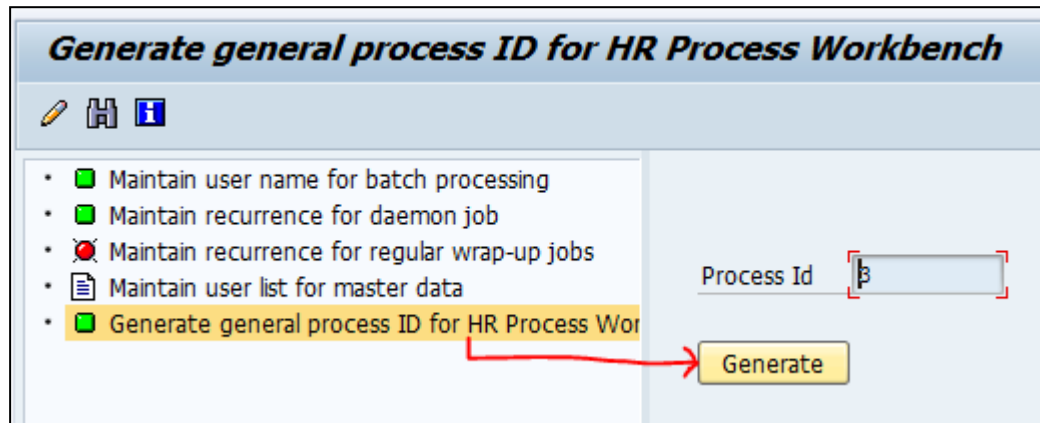
Manually	Payroll Data Source Instance	P_PYD_INST
Manually	Payroll Data Source Instance	T-DV87006900
	Payroll Data Source Framework:	P_PYD_IAUT
	Payroll Data Source Instance I	P_PYD_INST
	Payroll Data Source Result Det	P_PYD_RDT

Some special points in config

- **Generation programs need to run after changes**
- **It's a mess of details. Take your time.**
- **Categories: determine, whether test or real tables are written**
- **Policies: implemented through custom coding (there are a few templates)**
- **Background jobs make sure steps are triggered. Schedule these jobs in transaction `PYC_ADM_TRANSACTION`**
 - ▶ Note: you also define user for batch processing and it's this user you'll see as making the changes.

Re-use process workbench enablement

- For custom reports to give feedback to the PCC, they need to be enabled.
- You can use the same code as for the process workbench
 - ▶ You need to enable them in the admin transaction `PYC_ADM_TRANSACTION`



The screenshot shows a web-based interface for the admin transaction 'Generate general process ID for HR Process Workbench'. The interface includes a list of options on the left and a 'Process Id' input field on the right. The option 'Generate general process ID for HR Process Wor' is highlighted in yellow, and a red arrow points from it to a 'Generate' button. The 'Process Id' field contains the value '3'.

Option	Status
Maintain user name for batch processing	Enabled
Maintain recurrence for daemon job	Enabled
Maintain recurrence for regular wrap-up jobs	Disabled
Maintain user list for master data	Disabled
Generate general process ID for HR Process Wor	Enabled

Process Id: 3

Generate

Working with Test Results

Productive results directory (HRPY_RGDIR)

Data Browser: Table HRPY_RGDIR Select Entries 22

MANDT	PERNR	SEQNR	ABKRS	FFPER	FFBEG	FFEND	IABKRS	IPER	INPER	IPEND	JUPER	SRT	PAYTY	PAY
000	10000100	1	UM	201301	01.01.2013	31.01.2013	UM	1	201304	30.04.2013		P		
000	10000100	2	UM	201302	01.02.2013	28.02.2013	UM	1	201304	30.04.2013		P		
000	10000100	3	UM	201303	01.03.2013	31.03.2013	UM	1	201304	30.04.2013		P		
000	10000100	4	UM	201304	01.04.2013	30.04.2013	UM	1	201304	30.04.2013		P		
000	10000100	5	UM	201301	01.01.2013	31.01.2013	UM	1	201306	30.06.2013		A		
000	10000100	6	UM	201302	01.02.2013	28.02.2013	UM	1	201306	30.06.2013		A		
000	10000100	7	UM	201303	01.03.2013	31.03.2013	UM	1	201306	30.06.2013		A		
000	10000100	8	UM	201304	01.04.2013	30.04.2013	UM	1	201306	30.06.2013		A		
000	10000100	9	UM	201305	01.05.2013	31.05.2013	UM	1	201306	30.06.2013		A		
000	10000100	10	UM	201306	01.06.2013	30.06.2013	UM	1	201306	30.06.2013		A		
000	10000100	11	UM	201307	01.07.2013	31.07.2013	UM	1	201312	31.12.2013		A		
000	10000100	12	UM	201308	01.08.2013	31.08.2013	UM	1	201312	31.12.2013		A		
000	10000100	13	UM	201309	01.09.2013	30.09.2013	UM	1	201312	31.12.2013		A		
000	10000100	14	UM	201310	01.10.2013	31.10.2013	UM	1	201312	31.12.2013		A		
000	10000100	15	UM	201311	01.11.2013	30.11.2013	UM	1	201312	31.12.2013		A		
000	10000100	16	UM	201312	01.12.2013	31.12.2013	UM	1	201312	31.12.2013		A		
000	10000100	17	UM	201401	01.01.2014	31.01.2014	UM	1	201401	31.01.2014		A		
000	10000100	18	UM	201402	01.02.2014	28.02.2014	UM	1	201402	28.02.2014		A		
000	10000100	19	UM	201403	01.03.2014	31.03.2014	UM	1	201403	31.03.2014		A		
000	10000100	20	UM	000000	03.02.2014	03.02.2014	UM	1	000000	03.02.2014		A	A	
000	10000100	21	UM	201404	01.04.2014	30.04.2014	UM	1	201404	30.04.2014		A		
000	10000100	22	UM	201405	01.05.2014	31.05.2014	UM	1	201405	31.05.2014		A		

Seqnrs in productive range: 1 - 99000

Test-Payroll results directory (HRDCT_TPY_RGDIR)

Data Browser: Table HRDCT_TPY_RGDIR Select Entries 21

MANDT	DCT_TPY_ID	DCT_FERNR	DCT_SEQ	DCT_IS_TPY	ABKRS	FFPER	FFBEG	FFEND	IABKRS	IPER	INPER	IPEND	JUPER	SRT
000	10000100		1		UM	201301	01.01.2013	31.01.2013	UM	1	201304	30.04.2013		P
000	10000100		2		UM	201302	01.02.2013	28.02.2013	UM	1	201304	30.04.2013		P
000	10000100		3		UM	201303	01.03.2013	31.03.2013	UM	1	201304	30.04.2013		P
000	10000100		4		UM	201304	01.04.2013	30.04.2013	UM	1	201304	30.04.2013		P
000	10000100		5		UM	201301	01.01.2013	31.01.2013	UM	1	201306	30.06.2013		A
000	10000100		6		UM	201302	01.02.2013	28.02.2013	UM	1	201306	30.06.2013		A
000	10000100		7		UM	201303	01.03.2013	31.03.2013	UM	1	201306	30.06.2013		A
000	10000100		8		UM	201304	01.04.2013	30.04.2013	UM	1	201306	30.06.2013		A
000	10000100		9		UM	201305	01.05.2013	31.05.2013	UM	1	201306	30.06.2013		A
000	10000100		10		UM	201306	01.06.2013	30.06.2013	UM	1	201306	30.06.2013		A
000	10000100		11		UM	201307	01.07.2013	31.07.2013	UM	1	201312	31.12.2013		A
000	10000100		12		UM	201308	01.08.2013	31.08.2013	UM	1	201312	31.12.2013		A
000	10000100		13		UM	201309	01.09.2013	30.09.2013	UM	1	201312	31.12.2013		A
000	10000100		14		UM	201310	01.10.2013	31.10.2013	UM	1	201312	31.12.2013		A
000	10000100		15		UM	201311	01.11.2013	30.11.2013	UM	1	201312	31.12.2013		A
000	10000100		16		UM	201312	01.12.2013	31.12.2013	UM	1	201312	31.12.2013		A
000	10000100		17		UM	201401	01.01.2014	31.01.2014	UM	1	201401	31.01.2014		A
000	10000100		18		UM	201402	01.02.2014	28.02.2014	UM	1	201402	28.02.2014		A
000	10000100		19		UM	201403	01.03.2014	31.03.2014	UM	1	201403	31.03.2014		A
000	10000100		20		UM	000000	03.02.2014	03.02.2014	UM	1	000000	03.02.2014		A
000	10000100		99001		UM	201404	01.04.2014	30.04.2014	UM	1	201404	30.04.2014		A

Seqnrs in "Test" range: 99001 - 99999

- However: productive data are copied to test data directory, so that comparisons on test data can be performed easily
- You can run checks and custom reports on test data
- We hope SAP will provide more standard reports to run on test data

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How to start?

Activate de-clustering

- Use declustered results for future custom reports

Start with core process flow only

- Possibly add quick wins, where there are real pain points
- Switch to auto-start and auto-confirm only later

Then go step by step according to your priorities

- Policies (keeps evolving)
- Add more reports into your process
- Consider custom reports to read test results

Refresh in Testing

- When testing and paying around, you'll often need to make changes
- After config changes, follow these steps:

Activity		Report / Transaction
If process started	Reset control record	T. PA03
	Delete results (tables and clusters)	R. RPUDEL20 R. RPCDCT_DEL_DCT_DATA
	Delete and recreate instances	R. PYC_RESET_PROC_INST
Generate process steps		T. PYC_STEP_GES
Generate process instance		R. PYC_GENERATE_PROC_INSTANCE

Where to find more

- **There is no one document explaining it all in one**
- **SCN (SAP Community Network)**
 - ▶ Several blogs, some technical, some process focused
- **SAP Support Portal:**
 - ▶ Various notes, some just corrections
 - ▶ Note 2053309 Payroll Control Center FP1 Ramp-up Documentation
 - ▶ Note 1995698 -Validation rules for Payroll control center -Setup and example
 - ▶ Note 1774918 - Declustering Payroll Result
- **Best document for FP3 / FP4:**
 - ▶ “PCC FP3 FP4 Technical Overview” by Gabriel Henrich
 - ▶ Couldn’t find it online. Get it from SAP or I can email it
- **For the techies: Blog series on leveraging declustered payroll results:** <http://scn.sap.com/community/erp/hcm/blog/2014/07/04/new-analytic-capability-of-payroll-results-via-declustering>

■ Get in touch:

The iProCon logo is positioned in the top right corner of the business card, featuring a grey sphere with a blue arc and a dot.

innovative process consulting

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