

# ALE Scenario in Personnel Cost Planning



Release 4.6C



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## Icons

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## ALE Scenario in Personnel Cost Planning

**Send Personnel Cost Planning Results to CO (Release Smaller than 4.6A)**

## Send Personnel Cost Planning Results to CO (Release Smaller than 4.6A)

### Use

In Personnel Cost Planning, you can calculate personnel costs based on the organizational structure by creating scenario groups which are grouped and administered in plan scenarios. If you have assigned cost centers to your organizational units, positions and employees and also assigned wage elements to the cost items, you can then use this data as plan values in CO.

If you release this data in HR, the system checks the consistency of the cost centers and cost items and due to the planning period, the system must also determine the corresponding fiscal year in FI/CO. In CO, you can display all the HR plan scenarios that have been released. As a rule, only those plan scenarios that are being used as plan values are displayed.

### See also:

[Business Process: Personnel Cost Planning \(Release Smaller than 4.6A\) \[Page 8\]](#)

### Integration

Here we assume that at least on system is of a release smaller than 4.6A.

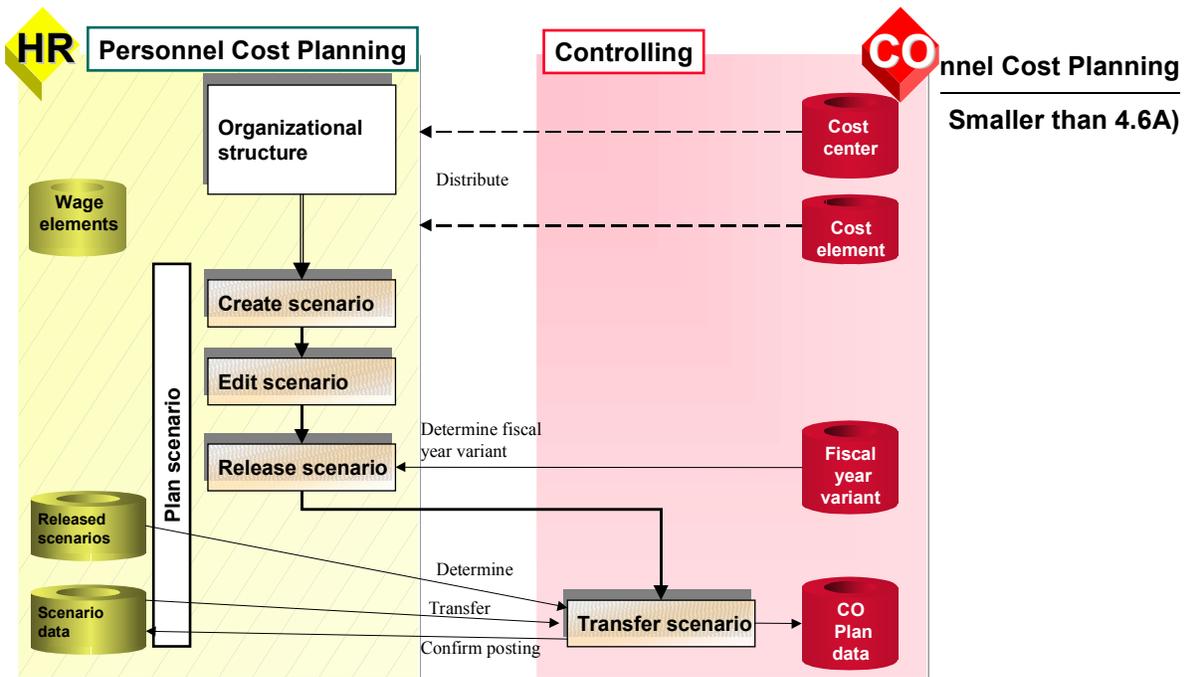
### Functions in the HR R/3 System

- Create a plan scenario  
Before you can transfer personnel costs to CO, you must have created a plan scenario. When you do this, you must make sure that you have maintained a cost center assignment for your organizational units, positions and employees. You must also assign all your wage types and wage elements to cost items.
- Edit a plan scenario  
Independent of the data selected, you can change and adapt the plan scenario. (optional)
- Release plan scenario  
You need to release a plan scenario so that CO can access it. The system has to determine the fiscal year in which the planning period falls and validate the existence of the wage and cost items. If the data is inconsistent, you cannot release the plan scenario and must edit the data again.

### Functions in the CO R/3 System

- Transfers the planned personnel costs contained in the plan scenario into plan values. In accordance with the cost centers and cost items, the costs distributed and posted to FI/CO periods. You can only transfer one controlling area per transfer. When you transfer the data, you must also specify the CO version in to which the data is to be transferred.

### Data Flow



## Description

The prerequisite for integration is that the master data – cost center and cost item – is distributed from CO into HR. All the read and validation accesses take place locally in the HR system.

When you release a plan scenario, the system validates the cost center and cost items locally. The relevant CO fiscal year is defined by the CO system. This only applies if the CO system is release 4.0 or higher. If the CO system is of a release lower than 4.0, you must replicate the fiscal year variant in the HR system.

Once the plan scenario has been released, it can be transferred into CO. The transfer from HR to CO takes place in the CO system. Before you can do this however, you must first create the scenarios to be released in the HR system. The data contained in the plan scenario selected, is then transferred from HR into CO and then posted to FI/CO. The posting is then confirmed in the HR system.

## Business Process: Personnel Cost Planning (Release Smaller than 4.6A)

### Use

In Personnel Cost Planning, you can calculate personnel costs based on the organizational structure by creating scenario groups which are grouped and administered in plan scenarios. If you have assigned cost centers to your organizational units, positions and employees and also assigned wage elements to the cost items, you can then use this data as plan values in CO.

If you release this data in HR, the system checks the consistency of the cost centers and cost items and due to the planning period, the system must also determine the corresponding fiscal year in FI/CO. In CO, you can display all the HR plan scenarios that have been released. As a rule, only those plan scenarios that are being used as plan values are displayed.

### Prerequisites

1. At least one system must be of a release smaller than 4.6A.
2. The cost centers and cost items must be replicated in the HR system as these controlling objects are read locally in the HR system.
3. In the HR system, you must maintain the method **GetPeriod** in the distribution model for the business object **ControllingArea**. You can only do this, if the CO system is of release 4.0 or higher. If this is not the case, you must copy the fiscal year variant into the HR system.
4. In the CO system, you must maintain the message type **HRCPRQ** in the distribution model. The message type controls the data transfer between the systems involved. The transfer happens synchronously via RFC.
5. In HR, you must have create a plan scenario and have released it.

### Process

1. Release scenario: Define fiscal year  
Business object: **ControllingArea**  
Method: **GetPeriod**
2. Transfer plan scenario data from HR into CO in the CO system  
Message type: **HRCPRQ**

## Send Personnel Cost Planning Results to CO (Release 4.6A or Higher)

### Use

In Personnel Cost Planning, you can calculate personnel costs based on the organizational structure by creating scenario groups which are grouped and administered in plan scenarios. If you have assigned cost centers to your organizational units, positions and employees and have also assigned wage elements to the cost items, you can then use this data as plan values in Controlling (CO).

When you release this data in HR, the system checks the consistency of the cost centers and cost items and due to the planning period, the system also determines the corresponding fiscal year in CO. The data transfer (including both the posting and the cancelling of data) takes place in the HR system.

#### See also:

[Business Process: Personnel Cost Planning \(Release 4.6A or Higher\) \[Page 11\]](#)

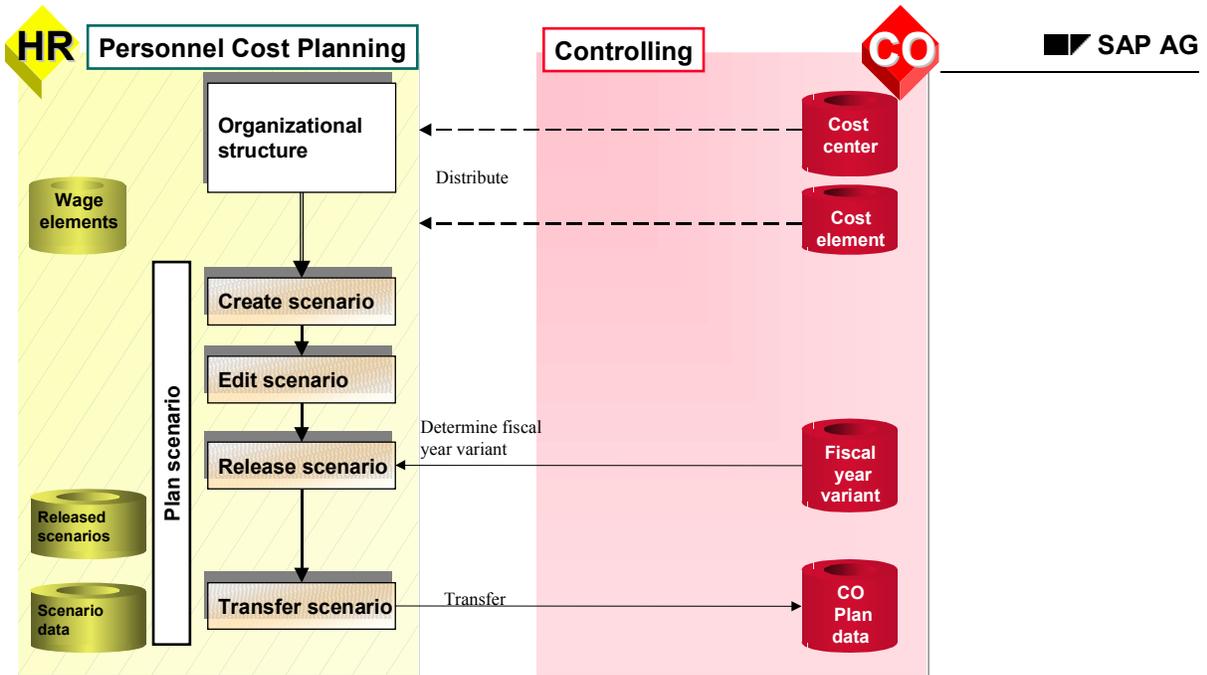
### Integration

Here we assign that both systems are of release 4.6A or higher.

### Functions in the HR R/3 System

- Create a plan scenario  
Before you can transfer personnel costs to CO, you must have created a plan scenario. When you do this, you must make sure that you have maintained a cost center assignment for your organizational units, positions, and employees. You must also assign all your wage types and wage elements to cost items.
- Edit a plan scenario  
Independent of the data selected, you can change and adapt the plan scenario. (optional)
- Release plan scenario and transfer results to CO  
The system defines the fiscal year in which the planning period falls and validates the existence of the wage elements and cost items. If the data is consistent, the system posts the results to CO.
- The system posts the results to the CO system.

### Data Flow



## Descriptions

The prerequisites for integration is that the master data – cost centers and cost items – is distributed from CO into HR. All the read and validation accesses take place locally in the HR system. When you release a plan scenario, the system validates the cost center and cost items locally. The relevant CO fiscal year is defined by the CO system. This only applies if the CO system is release 4.0 or higher.

Once the plan scenario has been released, it can be transferred into CO. The transfer from HR to CO takes place in the HR system. Before you can do this however, you must first create the scenarios to be released in the HR system. The data contained in the plan scenario selected, is then posted from HR into the CO version per fiscal year and cost center.

## Business Process: Personnel Cost Planning (Release 4.6A or Higher)

### Use

In Personnel Cost Planning, you can calculate personnel costs based on the organizational structure by creating scenario groups which are grouped and administered in plan scenarios. If you have assigned cost centers to your organizational units, positions, and employees and also assigned wage elements to the cost centers, you can then use this data as plan values in Controlling (CO).

When you release this data in HR, the system checks the consistency of the cost centers and cost items and due to the planning period, the system also determines the corresponding fiscal year in CO.

### Prerequisites

1. Both systems must be of release 4.6A or higher
2. The cost centers and cost items must be replicated in the HR system as these controlling objects are read in the HR system
3. In the HR system, you must maintain the following methods:

Method	Object
GetPeriod	ControllingArea
GetPeriodLimits	ControllingArea
GetSourceInfos	PlanDataTransferCO
CheckPrimaryCosts	PlanDataTransferCO
PostPrimaryCosts	PlanDataTransferCO

4. You must maintain the message type **PDTCO\_POSTPRIMARY** in the distribution model for the business object **PlanDataTransferCO.PostPrimaryCosts**
5. In HR, you must have created a plan scenario and have released it.

### Process

1. Release scenario: Define fiscal year  
Business object: **ControllingArea**  
Method: **GetPeriod**
2. Transfer plan scenario data from HR into CO in the HR system  
Message type: **HRCPRQ**