

# Transferring Wage Components to Payroll (PY-XX-TL)



HELP.PYINT\_PCIF

**Release 4.6C**



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## Icons

Icon	Meaning
	Caution
	Example
	Note
	Recommendation
	Syntax
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## Transferring Wage Components to Payroll (PY-XX-TL)

### Purpose

This interface can be used by other applications to import wage components into the SAP-HR Payroll system. The wage components are processed in Payroll according to the Customizing settings for the accompanying HR wage type (for example, tax calculation) and are then stored in the payroll result. They are then available for subsequent processing steps (for example, payment, posting to Accounting).

The application that transfers the wage components is described in the the following documentation as *Third-Party Application*.

### Scope of Function

- The business objects *WageType* and *Primary Wage Type* are available with the following methods for the [assignment of salary elements from third-party applications to HR wage types \[Page 14\]](#):
  - *WageType.GetList*
  - *PrimaryWageType.GetListExt*
  - *PrimaryWageType.GetDetailExt*
  - *PrimaryWageType.GetDetailedListExt*
  - *PrimaryWageType.RegisterExt*
  - *PrimaryWageType.UnregisterExt*
- The business object *EmpWageComponentExt* (*External Employee Wage Component*) is available with the following methods for the transfer of data and the accompanying checks:
  - *EmpWageComponentExt.Create*
  - *EmpWageComponentExt.Change*
  - *EmpWageComponentExt.Delete*
  - *EmpWageComponentExt.GetDetail*
  - *EmpWageComponentExt.GetList*

For information on the business objects and the methods, see the BAPI Explorer under *Payroll* → *Payroll: General Parts*.

### Restrictions

Processing of salary elements is only possible for personnel numbers whose master data is maintained in the SAP HR System.

If possible, the third-party application should only transfer results to HR if they are to be taken into account in the next payroll run. This means that data is less likely to be changed after being transferred, thus avoiding retroactive accounting runs and the need for manual processing in HR.

The third-party application should transfer your wage components to HR in as summarized a form as possible. We recommend that you only transfer one wage component per payroll period

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Transferring Wage Components to Payroll (PY-XX-TL)

for each employee and wage type and that you also keep the number of wage types as small as possible.

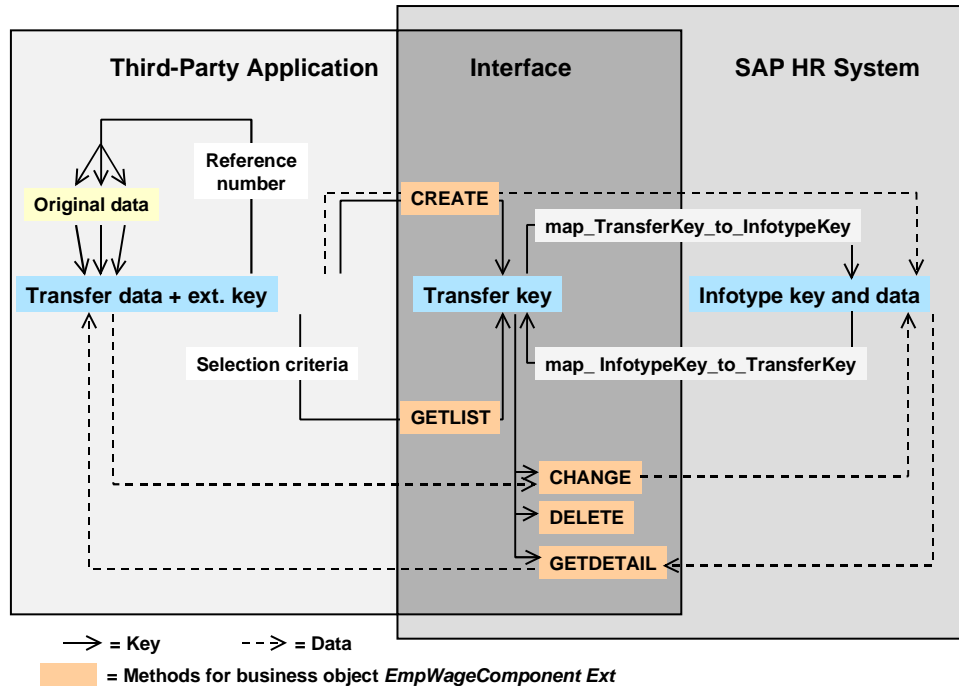


In HR, it is not possible to form reserves in which provision amounts, for example, are cumulated and deducted.



In HR it is not possible to post transactions relevant to value-added tax. For more information, see [Postings Relevant to Value-Added Tax \[Ext.\]](#).

## Keys Used in the Transfer Process



When transferring wage components to Payroll, the following keys are used:

- External keys

Are used by third-party applications. The external key consists of the origin, the personnel number, the transfer date and a reference number and marks every data record transferred to HR.



HR does not require the third-party system to mark its data records with a reference number. However, we do recommend that you use a reference number to clearly mark the transfer data and the original data.

- Transfer key

Establishes the connection between the external key of the third-party application and the internal infotype key from HR. The third-party application sees its own external key and the transfer key, but does not see the infotype key. In reverse, HR only sees its own infotype key and the transfer key, but does not see the external key.

- Infotype key

Clearly marks a data record of an infotype within HR. It consists of the key fields of the relevant infotype table (table PAnnnn, therefore table PA0579 for the infotype *External Wage Components* (0579)).

**Keys Used in the Transfer Process**

For more information on the key, see the documentation on the methods for the business object *EmpWageComponentExt*.



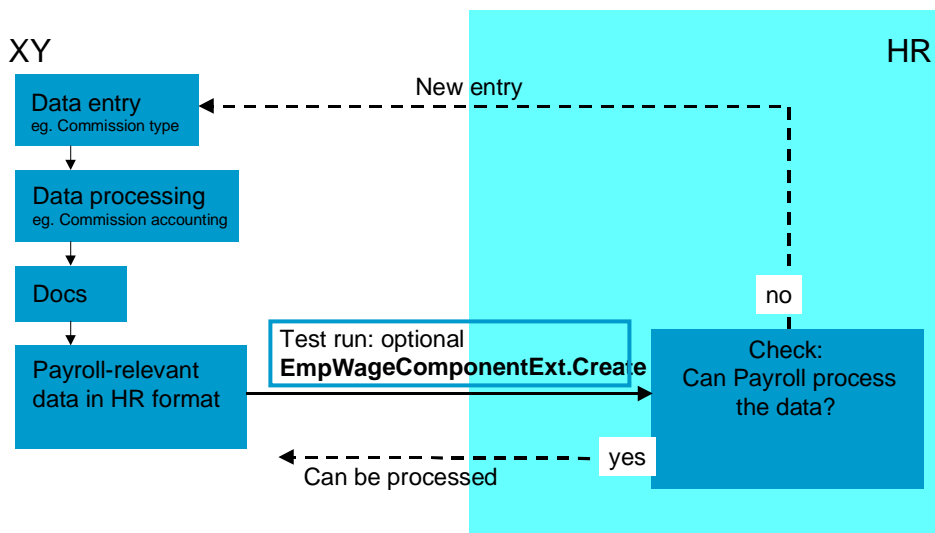
## Process: Transferring to Payroll

### Purpose

You can use the methods available for the interface to perform the process of wage component transfer illustrated here.

### Transferring and Processing External Wage Components

#### Entering and Processing Data in the Third-Party Application (Abbreviated as XY) and Transfer Test Run



- You enter the wage components as salary types in the third-party application.
- The third-party application processes the wage components, for example, by running commission accounting or travel expenses accounting.
- The wage components in the format of the third-party application are the result of this. If necessary, the application summarizes the wage components and converts them to the HR format. For more information, see [Assigning Salary Types of the Third-Party Application to HR Wage Types \[Page 14\]](#).



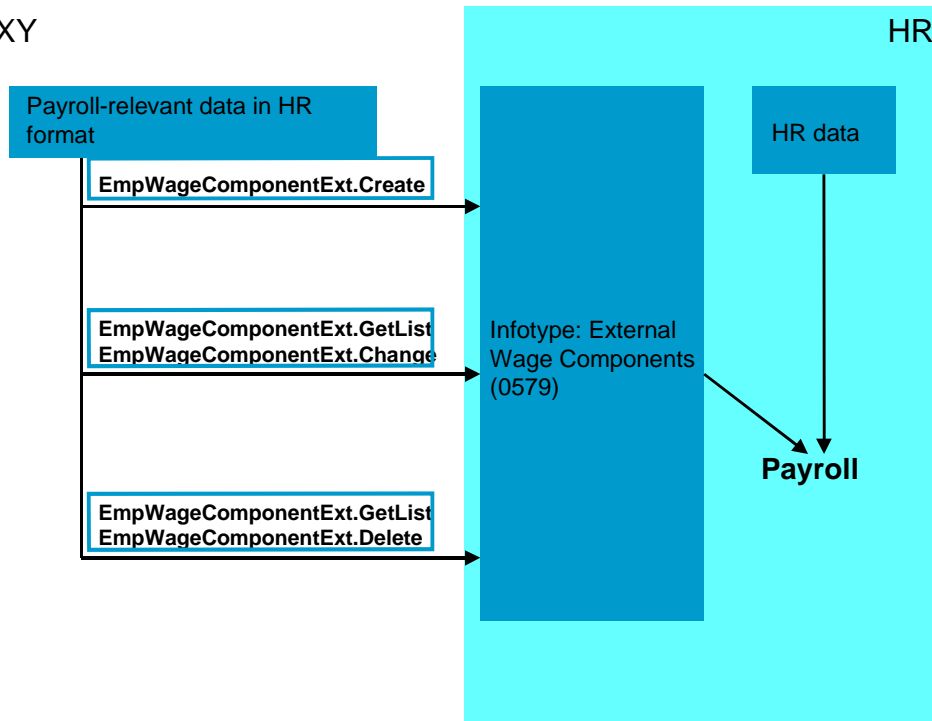
We recommend that you transfer wage components in a summarized state to keep the procedure as simple as possible.

- You can check if the wage components can be processed in HR. To do so, use the method *EmpWageComponentExt.Create* in the test run to simulate creating an infotype record in HR. This triggers all checks that are usually run when an infotype record is created.

Process: Transferring to Payroll

Transferring Wage Components

XY



The method *EmpWageComponentExt.Create* is used to create a record of the [External Wage Components Infotype \(0579\) \[Page 16\]](#) in HR. In the third-party application, the infotype record is not kept with the HR infotype key but with the external key.

Using the method *EmpWageComponentExt.GetList*, the third-party application can search for the transfer key to the HR infotype keys, for example, which it would like to access using the method *EmpWageComponentExt.Change*.

The infotype record is imported by the Payroll system. It is processed in accordance with the wage type coding and is then stored in the payroll result. It is then available for subsequent processing steps (posting, evaluations).

Methods provided by HR for this process

Creating an infotype record	EmpWageComponentExt.Create
Changing an infotype record	EmpWageComponentExt.Change
Deleting an infotype record	EmpWageComponentExt.Delete
Displaying key for infotype records	EmpWageComponentExt.GetList
Displaying an infotype record	EmpWageComponentExt.GetDetail

## Reversing Wage Components

### Use

To reverse a wage component, choose one of the following options:

- Deleting a wage component using the method *EmpWageComponentExt.Delete*
- Changing a wage component using the method *EmpWageComponentExt.Change*
- Creating an additional wage component with a negative sign using the method *EmpWageComponentExt.Create*.



For each of these changes to an infotype record, the date is stored as the validity date of the infotype record. If a change is made for a payroll period in the payroll past and not the current payroll period, a retroactive run is triggered in Payroll.

An employee cannot have a [negative gross tax amount \[Page 13\]](#) in Payroll, however, it is possible to process negative wage components. The system cannot check whether negative wage components would cause a negative gross tax amount when they are transferred.

### Scope of Function

The reversal process is dependent on whether payments from previous periods are taxed according to the principle of origin or the inflow principle.

#### Principle of Origin (Taxation in Period in Which the Payment Originated)

The third-party application uses one of the methods of the business object *EmpWageComponentExt* to transfer to HR the changes with specification of the date of the original document. HR sets the retroactive accounting date.

To make the relationship clearer, it should be possible to access the original document from the reversal document in the third-party application.

With this type of taxation, the document must not be summarized over several commission accounting periods.

#### Inflow Principle (Taxation in Period in Which the Payment is Paid Out)

The third-party application can transfer items to be reversed with the current wage components to the current payroll period

It is also possible to transfer the changes with the date of the original document. The country versions of the payroll program carry out the taxation in the correct period.

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**Wage Components for Former Employees**

## Wage Components for Former Employees

### Use

You can use this function to process transferred wage components for former employees.

### Scope of Function

If you transfer wage components dated after the last regular payroll run of an employee, who has, in the meantime left the company, the system writes the date of the wage component in the field *Run payroll until* (ABWD1) in the *Payroll status* infotype (0003). This means that payroll is run for this personnel number up to this date.

If the date of the wage component comes after the date in the field *Do not account after* in the *Payroll status* infotype (0003), an error message will be displayed. In this case, the following options are possible:

- In HR, you change the date in the field *Do not account after*.
- You transfer the wage component to an earlier date.

## Transferring Negative Wage Components

### Use

If negative wage components are transferred, for example, for a reversal, the system does not check whether the negative amount would cause a negative total gross amount in the payroll result. The Payroll system cannot generate a negative gross amount. If this were the case, the payroll run would terminate. Therefore, you must avoid negative total gross amounts.



Total gross amount for an employee in the Sales department:

January	February
1000 € salary	1000 € salary
+ <u>5000 € commission</u>	- 5000 € reclamation
	+ <u>500 € refund of undue tax from January</u>
6000 € total gross amount	- 3500 € total gross amount

### Scope of Function

You can avoid the negative gross amount by using one of the following methods:

#### Form Accruals (Third-Party Application)

The third-party application forms accruals for the high commission amount and deducts these accruals in several payroll runs. This means that the total reclamation is forwarded to HR in several amounts and avoids the formation of a negative gross amount.

#### Pay Advance (HR)

The negative gross amount can be settled in HR by paying an advance to the employee (cf. [Deduction Payments \[Ext.\]](#)). This advance can then be reclaimed from the employee over several payroll periods.

#### Repay Commission (HR)

The employee repays part of the commission. This repayment can be entered as a net payment in the *Additional Payments* infotype (0015).

## Assigning Salary Types of the Third-Party Application to HR Wage Types

## Assigning Salary Types of the Third-Party Application to HR Wage Types

### Use

The wage components that are transferred to HR must already be saved in the third-party application in HR format. In this way, it is possible to derive the data in HR even after Customizing changes (for example, a change in the assignment salary type/wage type) from the data in the third-party application. Registration ensures that only wage types that are valid for HR are transferred.

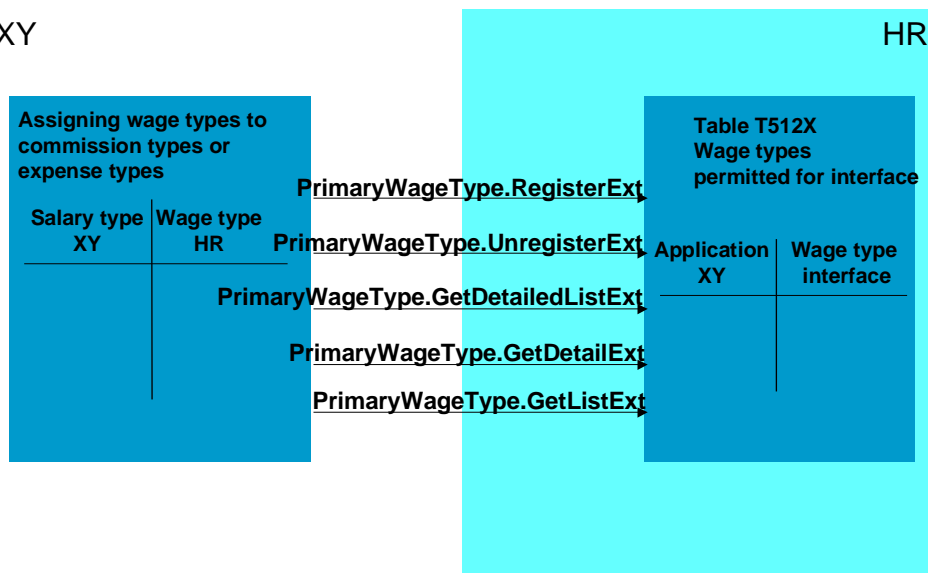
### Scope of Function

#### 1. Assigning wage types to salary types

You can use the method `WageType.GetList` for the business object `WageType` to display a list of all wage types used in HR in the third-party application. The method reads the table T512W (*Wage Type Valuation*) to do so. The descriptive text for HR wage types enables you to correctly assign salary types (for example, commission or expense types) from the third-party application to HR wage types.

#### 2. Registering wage types for the interface

XY



If you use the method `PrimaryWageType.RegisterExt`, the third-party application (abbreviated as XY) transfers the names of the HR wage types to HR, which it subsequently wants to transfer. If the selected wage types are valid in HR, they are placed in table T512X (*HR Interface: Permitted Wage Types*) along with information on their origin (therefore the application from which they originate).

#### Removing wage type registration for the interface:

**Assigning Salary Types of the Third-Party Application to HR Wage Types**

To remove the registration for a wage type, use method *PrimaryWageType.UnregisterExt*.

**Displaying all wage types registered for the interface:**

If you use the method *PrimaryWageType.GetDetailedListExt*, you can display all the wage types entered in table T512X (for example, as possible entries) in the third-party application. This gives you a list of all wage types that you can transfer to HR using the business object *EmpWageComponentExt*. The method *PrimaryWageType.GetDetailExt* provides the same information for a selected wage type.

The method *PrimaryWageType.GetListExt* provides the same information as the method *WageType.GetList*, is however limited to the entries entered in table T512X.



You can also make the registration in Customizing for *International Payroll*, under *External Wage Components* → *Specify Wage Types*. The registration methods are then not required.

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**External Wage Components (Infotype 0579)**

## External Wage Components (Infotype 0579)

### Definition

Infotype that contains data that is created by the third-party application in HR. These are usually wage types that are originally formed as salary types in a payroll run of the third-party system and are finally converted to the HR format.

The data is imported by Payroll, processed in accordance with HR Customizing, and stored in the payroll result. It is then available for subsequent processing steps (posting to Accounting, payments).

### Use

- The infotype cannot be changed in HR; this avoids inconsistencies between the third-party application and HR. The infotype records are created, changed, or deleted by the third-party application using methods. For more information, see [Process: Transferring to Payroll \[Page 9\]](#).
- If the third-party application makes a function module available, it is possible to display the original document for a wage component in HR.

### Structure

The infotype has a subtype for each application from which wage components can be transferred. This means that the wage components can be simply assigned, displayed, and then processed in Payroll. The infotype has the time constraint 3: Several records can exist for the infotype at one time, however, gaps between the records are possible.

### Integration

- The wage types that can be saved in the infotype are stored in the table T512X (*HR Interface: Permitted Wage Types*).
- The infotype is imported to Payroll and processed with the function P0579 (*Processing Requirement for External Wage Components*).
- As with the *Additional Payments* infotype (0015), the cost assignment of a wage component is stored in table ASSOBJ (*Assignment Objects*) in case you do not want to use the normal cost distribution for the employee.