



Functional Description

OrgPublisher™ for SAP® solutions:

OrgPublisher SAP Interface

Version 7.2

SAP ERP 6.0

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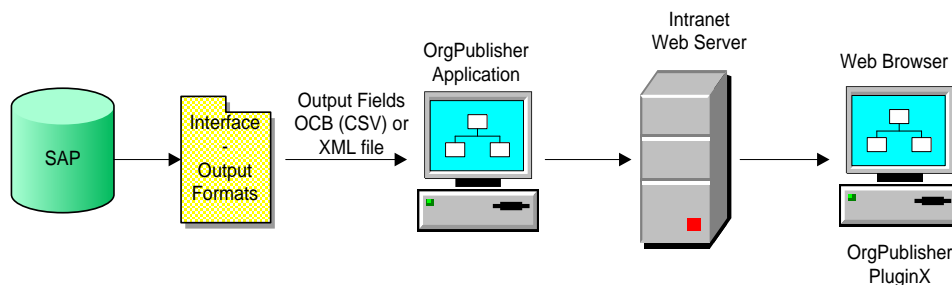
1 Overview

1.1 Short Description of “OrgPublisher™ for SAP® solutions”

“OrgPublisher™ for SAP® solutions” consists of two parts:

1. OrgPublisher™ (Windows NT application)
2. OrgPublisher SAP Interface (SAP Transports)

OrgPublisher SAP Interface provides you with a powerful tool for extracting data from your SAP system and displaying it graphically. OrgPublisher SAP Interface generates ocb files based on *output formats* (in csv format: Comma Separated Value) or XML files. Sample formats for Customizing are also provided, which you can use directly. *Wizards (Assistants)* are also available, which you can use to adapt these formats to your requirements without using Customizing. You can also customize the data export with *Output Format definitions* to suit your requirements(*Customizing*).



Overview of OrgPublisher™ for SAP® solutions

The data for the organizational chart is then available as an ocb file with the data export from SAP. In the next step, the organizational charts are formatted in OrgPublisher™ and a second file with the same name (otm format) is generated. In the final step, publication, the htm page is generated for the web browser in OrgPublisher™.

The entire process can run completely automatically in production operation. You thus ensure that the organizational charts that you offer to your executives and employees, for example, in the Intranet, always correspond to the current data status from SAP HR.

The additional component “OrgPublisher™ for SAP® solutions – Real-Time Extension” is offered as an option and is based on “*OrgPublisher SAP Interface*”. You need a separate license for this. Using Real-Time Extension, data is taken from SAP in real time, which means you can download the data from a web application such as SAP Enterprise Portal or “Accenture HR Management Suite” in real time from the SAP backend and display it in the organizational chart. However, the online functionality can also be used for download in the SAP GUI or in PPOME as an alternative to the existing solution. The advantage at this point is that local installation of OrgPublisher is not required.

1.2 Role/Start Menu

The role “EHR-SOLUTION:_ORGPUBLISHER” is delivered with *OrgPublisher SAP Interface*. Select this role via “Other menu” and copy the following transactions to your favorites, if required:

- /EHR/SOL71_ORGPUB to download the data
- /EHR/SOL71_WZ_FORMAT for the wizard to compile output formats easily
- /EHR/SOL71_IMG for Customizing
- /EHR/SOL71_IMG_RT for Customizing the “Real-Time Extension” additional module (only if the additional module was installed; ^[11]_{SEP} additional role “EHR-SOLUTION:_ORGPUB_REALTIME”)

1.3 System Requirements

Organizational Management (OM) is required for using *OrgPublisher SAP Interface*.

OrgPublisher SAP Interface and *Real-Time Extension* are available as of ERP 6.0.

OrgPublisher SAP Interface and *Real-Time Extension* are available for *OrgPublisher* applications up to version 11.15.13; newer *OrgPublisher* releases are not supported.

1.4 Accessibility

OrgPublisher SAP Interface is accessible in the SAP GUI if you observe the requirements specified by SAP for accessible operation of *SAP GUI for Windows*.

1.5 Available Language Versions

The *OrgPublisher SAP-Interface* is available in the languages English, German, French, Dutch, and Spanish.

2 Downloading Data from SAP

To download data, start the report or the transaction with the same name **/EHR/SOL71_ORGPUB**.

2.1 Information on the Application

Documentation

From the user interface, you can call up this documentation directly online. The documentation describes the SAP interface with the data download and the related Customizing. To do this, choose *Application -> Documentation*.

If you select these functions, the system launches a web application, which contains the documentation for the current system release in your logon language. You can use the *Change Version/Language* function to switch to another language and release version (documentation available as of release 5.1.0).

The application also contains field help, which you can access by pressing F1 in the required fields. You access the input help for your entries in the fields during download, in Customizing, or in the wizards by pressing F4.

Version and Status Information

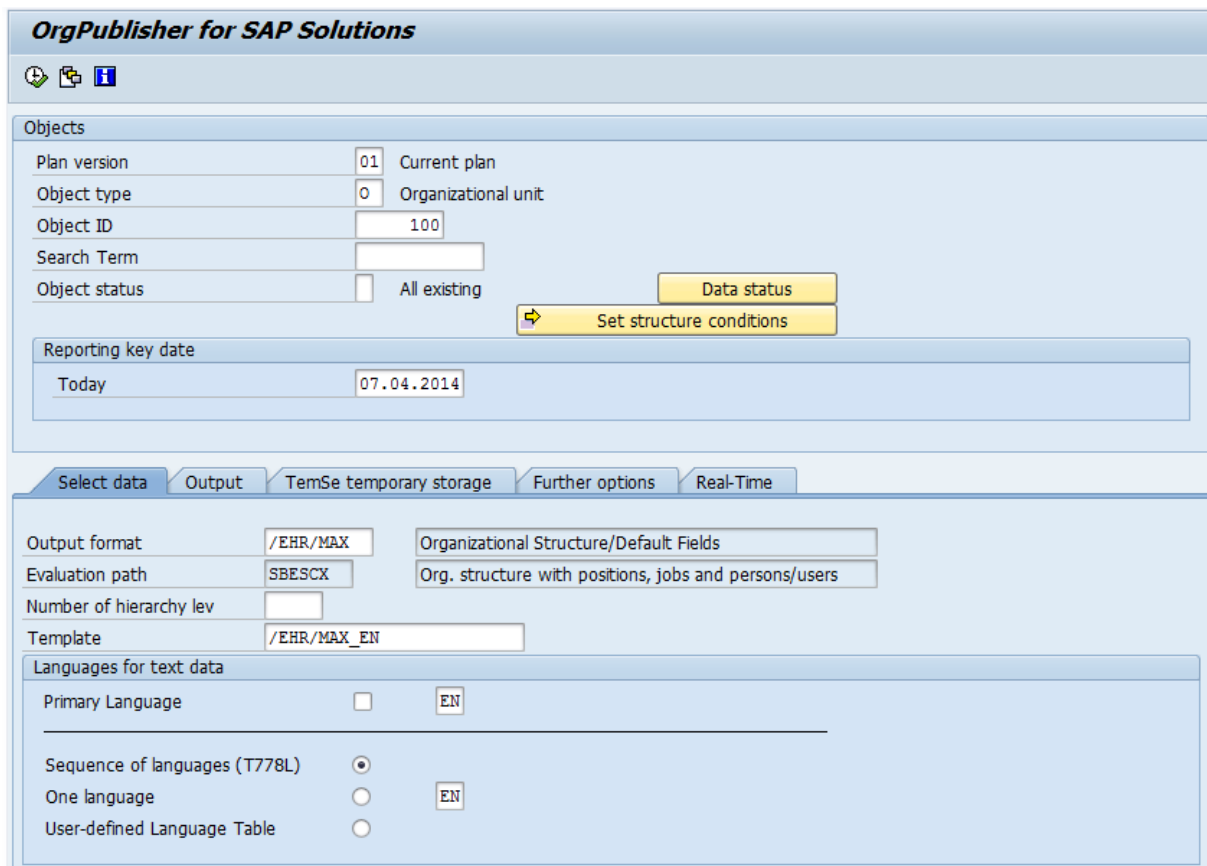
If you require support, you can call up and download all the important information on the version, as well as status information on your *OrgPublisher SAP Interface*.

- To access information about the **version**, choose *Application -> Version*.
- To display **status information**: choose *Application -> Status*.
The system displays a list, which you can download and send to Support.

2.2 Downloading Data

To download the data, first select a *Root object* (such as the Object ID for an organizational unit), a *Key date*, and an *Output format* for the organizational chart. When you select the output format, an evaluation path and the object type (such as organizational unit or position) of the root object are specified. The first time, select one of the *Output formats* delivered as standard and the *Template* (with the same name as the output format), and call up *OrgPublisher* to display your data.

To adapt the organizational charts to your specific requirements or to adapt them for certain target groups in a later step, copy a standard format and adapt the output formats in the wizard or in Customizing accordingly (see the next chapter).



OrgPublisher for SAP Solutions

Objects

Plan version: 01 Current plan
Object type: 0 Organizational unit
Object ID: 100
Search Term:
Object status: ☐ All existing

Data status
Set structure conditions

Reporting key date
Today: 07.04.2014

Select data | Output | TemSe temporary storage | Further options | Real-Time

Output format: /EHR/MAX Organizational Structure/Default Fields
Evaluation path: SBESCX Org. structure with positions, jobs and persons/users
Number of hierarchy lev:
Template: /EHR/MAX_EN

Languages for text data

Primary Language: ☐ EN

Sequence of languages (T778L): ☒
One language: ☐ EN
User-defined Language Table: ☐

OrgPublisher SAP Interface: Downloading data

Editing the Download

To edit the download, proceed as follows:

In the “Objects” block, select the *Root object* for the chart. In the case of an organizational chart, this is an organizational unit (object type O) and, in the case of a position hierarchy, this is a position (object type S).

Other object types are possible but always depend on the output format and the evaluation path defined using this. You can only enter one root object.

Define the *Key date*, as data determination is based on a key date evaluation.

On the “**Select Data**” tab, select an *Output format*. The *Evaluation path* is also defined at the same time.

Optional: Select a *Template* suitable for your output format. Templates for German and English are available for the standard output formats. You can also work without a template and format the organizational charts later in OrgPublisher™. In this case, leave the field blank.

Note: With version 10.1 of *OrgPublisher*, other language-dependent file types have been introduced for templates (e.g. .OTM_DE, .OTM_ES...). You can only open these using the corresponding language version of the *OrgPublisher* application. Therefore, as of version 5.1 of *SAP Interface*, a corresponding otm file is also always generated when the file types OTM_XY are downloaded.

In the *Languages for Text Data* area, specify the language in which the SAP texts are to be read out for the organizational chart. If your data is available in several languages, you can define your preferences for the language in which the texts are to be output and which language is to be used if the preferred language is not available. You have the following options here:

You define the language in which the texts are to be output primarily in the *Primary Language* field. To do this, select the field. The system searches for all texts in this language first. The system only selects the language if no text is found in the specified language. To do this, it uses the following options.

- You define the language in which the texts are to be output in the *One Language* field. You should only use this function if you are sure that all texts are available in the specified language.

If you have also selected the *Primary Language* field, you can use the *One Language* field to specify one alternative language. If the system cannot find the texts in the primary language, it searches the texts in the language specified here. If the text is not available in this language either, the system does not output a text.

- Language sequence in table T778L from SAP standard Customizing
- Language sequence as defined by you in Customizing for *OrgPublisher SAP Interface* under *Basic Settings -> Language Sequence*.

You can also output text data that does not have a language code. To do this, you create an empty entry in the table for the language sequence. You can insert this at any position in the sequence. If you use the function to output a single language, you can, for example, determine the texts for which the language code is missing by leaving the language blank.

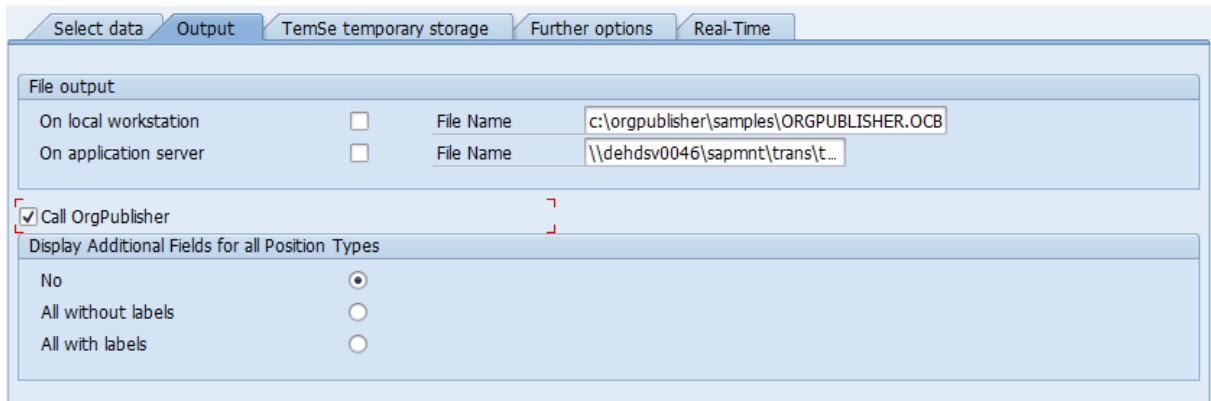
On the “**Output**” tab, select where you want to save the *Output file* on your local PC or in the file system of the SAP server. Direct transfer to OrgPublisher™ is also possible without saving the *Output file*. However, in this case, you cannot call a template as well.

Select “Call up OrgPublisher” if you also want to view the data straightaway as a chart in OrgPublisher. Deactivate this if you automate download and publication at a later point in time.

Note: As of version 10.1 of *OrgPublisher* and version 5.1 of *OrgPublisher SAP Interface*, the selection of the preferred languages on the “Select Data” tab is used to control which language variant of the *OrgPublisher* application is started when you download data, if you have installed *OrgPublisher* locally in more than one language version.

You can also determine whether the names of the *Custom fields* are to be transferred from the SAP system to OrgPublisher™.

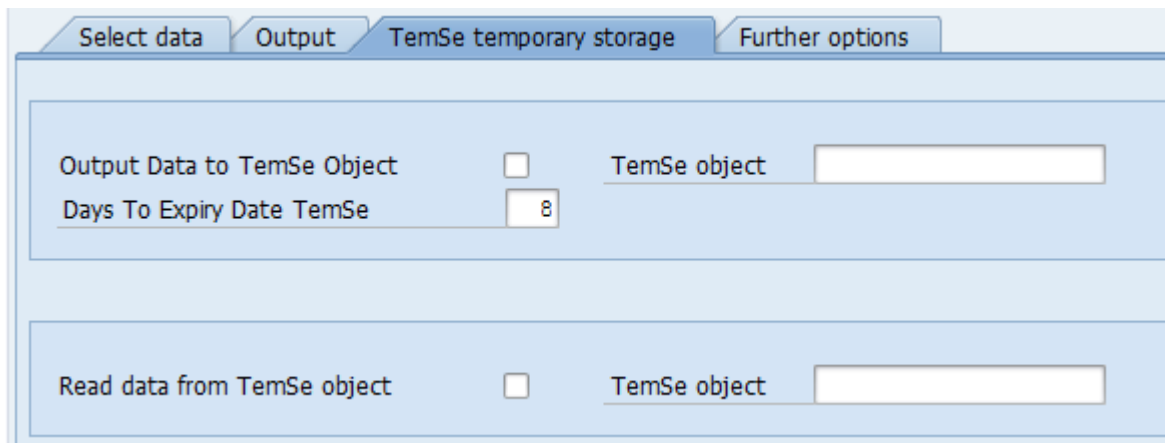
- If you use a template, select “*none*” (because the names of the custom fields are already defined in the template).
- If you did not select a template, you can use *one of the two other options* so that the names of the custom fields are displayed straightaway in the chart in OrgPublisher™. If you selected one of the two options and an otm file already exists and is now overwritten, all existing names of the custom fields are deleted in OrgPublisher.



Output tab

You can use the **“TemSe temporary storage”** tab to save the data temporarily before you save it to the file output path specified on the “Output” tab. If you use this function, you must start the report twice:

1. Save data in TemSe
2. Read data from TemSe and set in file output path



TemSe temporary storage tab

You use the **Additional Options** tab to specify the format in which the data is to be output.

You can output text data in the following formats:

- Text file in CSV format
- Text file in CSV format, saved in Unicode format UTF-8 (see also field help F1)
- XML format

In addition, you can export employee photos from *SAP ArchiveLink* to make them available for output in the organizational chart. The following requirements apply here:

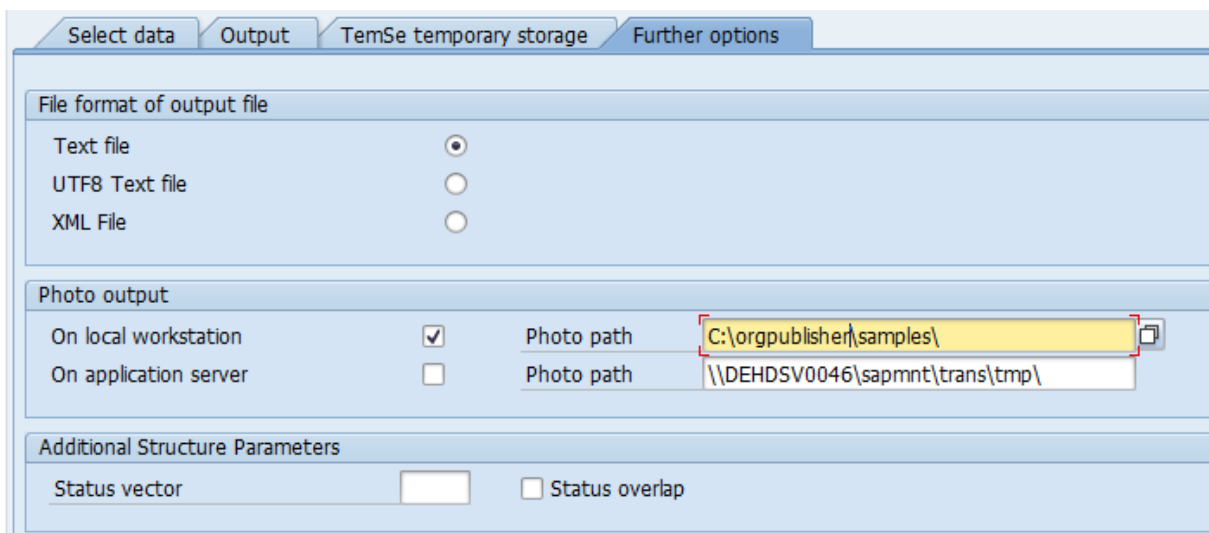
- All photos have the same file format
- The photos are available in a file format that OrgPublisher can import (see OrgPublisher User Manual)
- The photo files are available in *SAP ArchiveLink*

The file names of the photos are stored in the following format: Personnel number plus corresponding file extension.

If a photo is not stored for an employee, OrgPublisher uses a photo for .jpg and .png, which is provided as standard. It is an outline of a random person.

To achieve good performance, OrgPublisher only imports photo files that are new, or that have a change date more recent than the date of the photos in the path that you specified on the *Photo output* area.

In the *Structure Parameters* area, you can restrict the output to data whose status is set to *Active* or *Planned*, for example. If you also select the *Status Overlap* field, you can have the system perform a simulation that displays the results after activation of all link infotypes.



The screenshot shows the 'Further options' tab in the OrgPublisher SAP Interface. It contains three main sections:

- File format of output file:** Three radio buttons are present: 'Text file' (selected), 'UTF8 Text file', and 'XML File'.
- Photo output:** Two rows are shown. The first row, 'On local workstation', is checked with a checkbox and has a 'Photo path' field containing 'C:\orgpublisher\samples\' with a folder icon. The second row, 'On application server', is unchecked and has a 'Photo path' field containing '\\DEHDSV0046\sapmnt\trans\tmp\'.
- Additional Structure Parameters:** A 'Status vector' field is set to an empty text box, and a 'Status overlap' checkbox is unchecked.

Additional Options tab

If “OrgPublisher™ for SAP® solutions – Real-Time Extension” was installed, there is an additional **“Real-Time” tab**. This enables you to output the chart in the web browser using a web service.

Select a server (F4 help); the selection is predefined in Customizing. If required, you can use the “Test” button to check whether the web server can be reached with the specified logical port. In the Web Template field (F4 help), select the name of the template to be used.

Choose “Call Browser” to display the chart in the web browser. In this case, a local OrgPublisher installation is not needed.

Create **variants** for the download, if required.



Functional Description

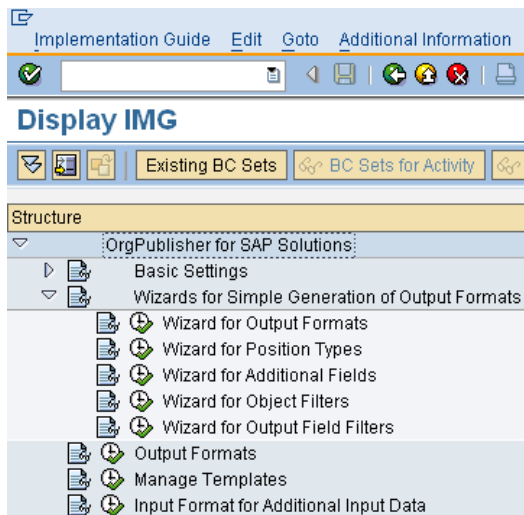
OrgPublisher™ for SAP® solutions: SAP Interface

Start the download by choosing “Execute”. Data is then transferred from SAP to OrgPublisher™ with the ocb file, or data is transferred to the web service with the Real-Time Extension if “File output by web service” is used.

3 Wizards: Assistants for Customizing

From a technical point of view, output formats are defined in *Customizing tables* (under “Output formats” in the Implementation Guide) and can, in principle, also be edited there. You can create and maintain output formats more quickly and easily using the *wizards*. Wizards guide you through the tasks step by step. Please see the Online Documentation (see figure below).

You can find all the wizards in the Implementation Guide, which you can start by calling up transaction **/EHR/SOL71_IMG**.



The most important wizard is the **Wizard for Output Formats**. This wizard is used to define the basic structures. Predefined fields can easily be added as custom fields. Use this wizard if you set up a new output format or want to create another type of output format.

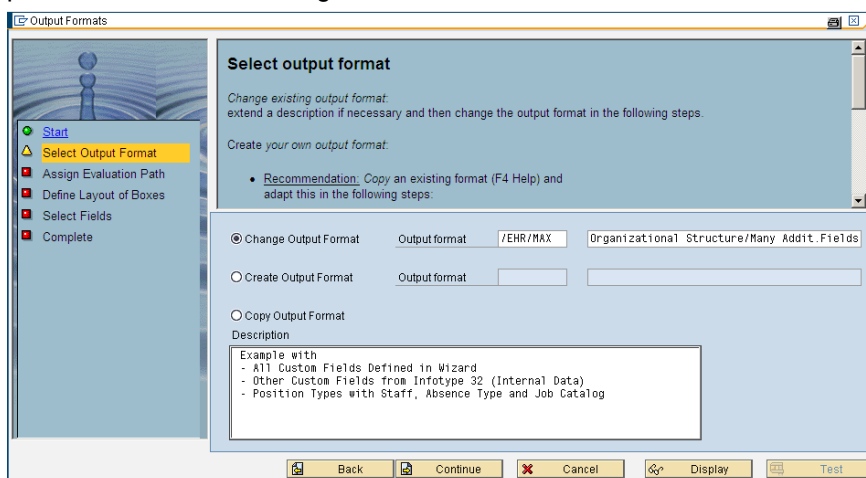
The other four wizards supplement the output format with special tasks. You can also use these wizards for output formats that you have created yourself or for older output formats.

We always recommend creating new output formats with the wizard. You should only create new formats in table maintenance if you want to implement special requirements.

You can also extend existing output formats easily using wizards; please observe the Notes if you work both with the wizards and the Customizing tables (see below).

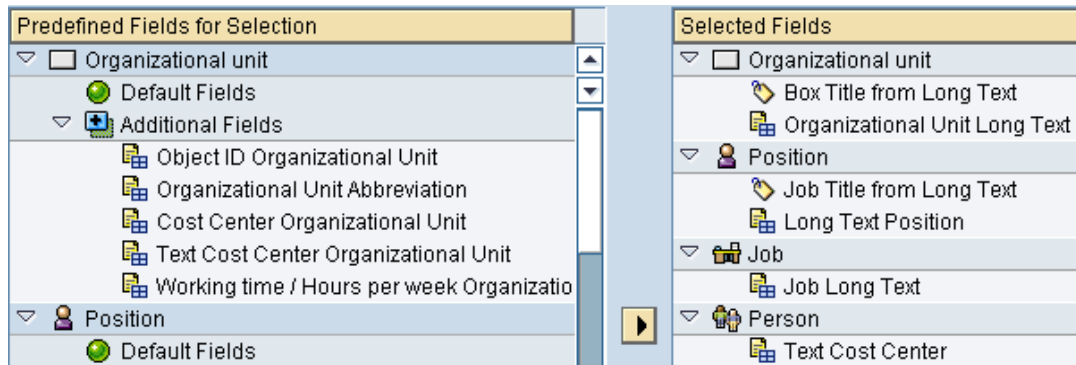
3.1 Wizard for Output Formats

Use this wizard to create new output formats. Recommendation: Copy one of the format templates and adapt it. Besides entering the name, you can enter a detailed description in the wizard. This is not possible in the Customizing tables.



In the next steps, you can define an *evaluation path* with the object types to be read as well as define the structure of the *Boxes in the Org Chart*. In both steps, you usually accept the values from the copied output format and then continue. You can find output definitions that are used as standard for the layout of the boxes in the *Appendix*.

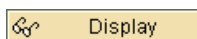
Now simply select predefined *Custom fields*.



OrgPublisher™ differentiates between standard (predefined fields; in the ocb file: column number <20) and custom fields (column number ≥ 20). You can now specify how the following *standard fields* are to be filled with data from the SAP system:

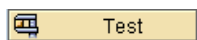
- box title
- job title
- last name, first name, middle name
- filename photo

For several *custom fields*, the data with which they can be filled (infotype/subtype, input field) is predefined and can simply be selected here. If you select several custom fields, use the normal Windows keys for multiple selection CTRL or SHIFT.



Display

If you are already experienced with output definitions, you can view the definition lines that are set up automatically in the Customizing tables by choosing the “Display” button.



Test

Use the “Test” button to execute the download program /EHR/SOL71_ORGPUB and then start OrgPublisher with this Customizing data without saving data to Customizing tables.

The last step *Complete* saves the information that has been set in the Customizing tables and posts it to a Customizing request at the same time.

Important: You can only delete an output format in table maintenance.

You can only call up the wizard in clients or in the system in which changes to Customizing tables are allowed.

3.2 Wizard for Position Types

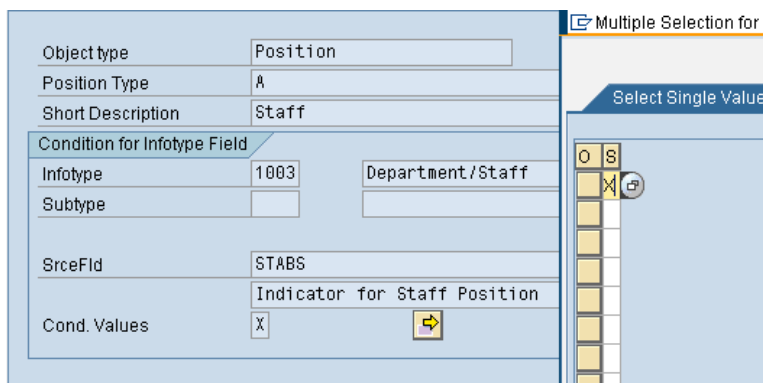
In OrgPublisher™, position types are used to control formatting (e.g. background colors) or displays depending on the properties or data for a position or person.

The wizard offers three predefined alternatives:

- Employee subgroups
- The object key of the assigned job
- Absence types

Use the F4 help to select a *Condition*; multiple selection is also possible.

You can also use each infotype field, such as the indicator for staff position from infotype 1003, to describe wizards.



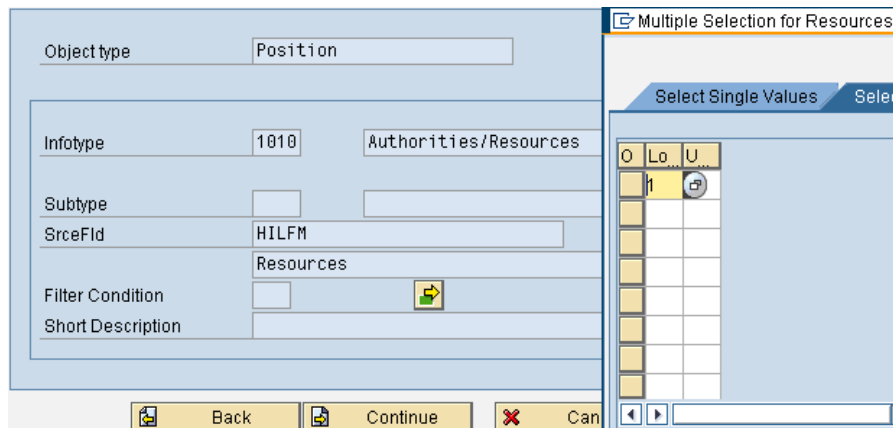
3.3 Wizard for Custom Fields

You only require this wizard if you want to add custom fields that are not predefined in the Wizard for Output Formats.

Note: You cannot call up special functions and user exits or combine several input fields into one target field using this wizard. In these cases, you must use table maintenance.

3.4 Wizard for Object Filters

You can use the object filter to exclude objects from processing in the interface. For this purpose, you define including or excluding filter values for certain infotype fields. All multiple selection options are available here, such as “From/To” values or search strings with the character *.



If an object is excluded via the object filter, all subordinate objects are not included either. For an organizational unit, this means that all positions and persons in this organizational unit are also excluded.

If you use several different filters for the same object type, these filters are then linked with each other via an AND condition.

3.5 Wizard for Output Field Filters

You can use this wizard to define filters for output fields. You can also define the filter values using multiple selection here. Input help (F4 help) is available if the input field has a check table (e.g. in the case of an output field for employee subgroup).



Example: What is the difference between object and output field filters:

You do not want to include persons from a certain employee subgroup in the chart. If you were to use an object filter, then you would exclude these persons, but not the respective position. This is because the position is located before the person in the evaluation path. This would then lead to unfilled positions in the organizational chart, which are then flagged as open in OrgPublisher™.

However, if you define the employee subgroup as the output field, the record for the ocb file that contains both position and person data is skipped. In OrgPublisher™, you then see neither the person nor the respective position.

3.6 Wizards and Table Maintenance

The wizards generate the Customizing tables for output formats. If you have created or changed the output formats using wizards, you can then edit these in normal table maintenance (Implementation Guide/"Output Formats"). The table lines created by wizards are indicated by the wizard icon.

Format description		
Output format	Evaluation Path	Wizard
/EHR/MAX	SBESCX	
/EHR/MIN	SBESCX	

You must observe the following rules if you change or extend output formats that have been created using wizards in table maintenance.

Output definitions and output fields that are indicated by the wizard icon should only be *changed or deleted* using the wizard, but not in the Customizing tables.

Output formats with the wizard icon can be *extended* in table maintenance.

Do not fill any output fields generated by the wizard with further input fields. This is because the sequence of instructions is defined by the wizard.

Do not insert any of your own instructions within IF/ENDIF instructions if these have been created by the wizard. Instead, create the IF/ENDIF instruction completely manually.

Additional fields, position types and filters that have been entered via table maintenance are not recognized as an object in the wizard and cannot therefore be changed or deleted in the wizard. The wizard saves additional data in separate tables that are known only in the wizard.

If you copy an existing output format or individual lines in table maintenance, the wizard icon is not copied.

Note: While an output format is being edited, only this one format is blocked; however in table maintenance, all the tables involved are blocked. Table maintenance also blocks working with the wizards.

4 Calling OrgPublisher in PPOME

In transactions PPOM_OLD and PPOME, an additional button is displayed for calling OrgPublisher:



PPOME only for the Organizational Structure and Staff Assignments (Structure) views



PPOM_OLD

Note

The button is only visible if you call OrgPublisher via a web application/the portal or if you have installed it locally.

In Customizing (under Basic Parameters), you can configure this function as follows:

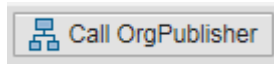
- You can activate the interface.
- When you click the button, a screen is called in which you enter the key date and restrict the number of hierarchy levels, if necessary.
- You can add the *Variant* field to this screen so that you can call up OrgPublisher using a specific variant.

With the standard “OrgPublisher™ for SAP® solutions”, OrgPublisher is accessed locally via a BAdI implementation for RH_ORGCHART, which means a local installation is required for each user.

With “*Real-Time Extension*”, local installation is not required; instead the chart is displayed in a web browser. If you have installed this module, you can also choose between both options on screen.

5 Calling OrgPublisher in HR Renewal

In the Web Dynpro application HRPAO_PAOM_MASTERDATA, an additional button is displayed for calling OrgPublisher.



Requirements

- You have activated the business function *HCM, Personnel & Organization* (HCM_PAO_CI_1) and made the Customizing settings available for the business function.
- You work with the master data application *Personnel & Organization* (Web Dynpro application HRPAO_PAOM_MASTERDATA)

For more information on configuring *Personnel & Organization*, see the SAP Help Portal:

http://help.sap.com/erp_hcm_ias2_2015_03/helpdata/en/af/64445599c14fc49c375de90e618ca9/frameset.htm

- The *Activate interface in PPOM../MDT* function is active in the basic parameters
- An existing program variant has been maintained for scenario ORGC
 - An organizational unit has already been selected from the list

Procedure

The user selects an organizational unit from the list. The button is now active.

The user clicks the button. Depending on the browser, a screen now appears asking the user to open or save the file. OrgPublisher opens as soon as the user clicks the *Open* button.

When saving the OTM and OCB files, both files should be stored in the same download directory so that the correct template data can be loaded.

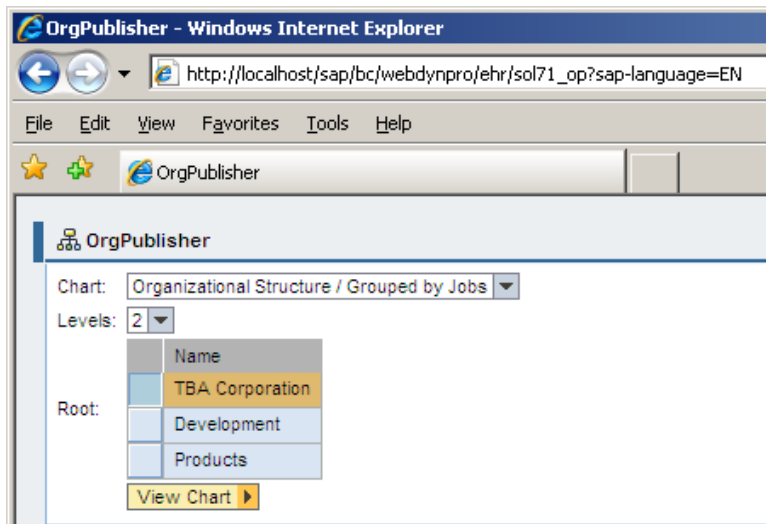
Note: If a user clicks this button, *OrgPublisher* cannot be called up directly due to technical and security-related restrictions. Instead, the generated OCB file is offered for download (as well as the OTM file, if configured).

6 Calling OrgPublisher in a Web Application or Portal

This section relates to the integration of OrgPublisher in conjunction with the additional module “Real-Time Extension”.

For information on integrating OrgPublisher in the portal interface, please see the “*Installation Description*”.

After logging on to the portal, you see the following user interface:



Select a *Chart*. The list of charts is predefined in Customizing, as is the chart layout.

Choose the number of *Levels*. As the data is fetched in real time from SAP, this setting affects the response times.

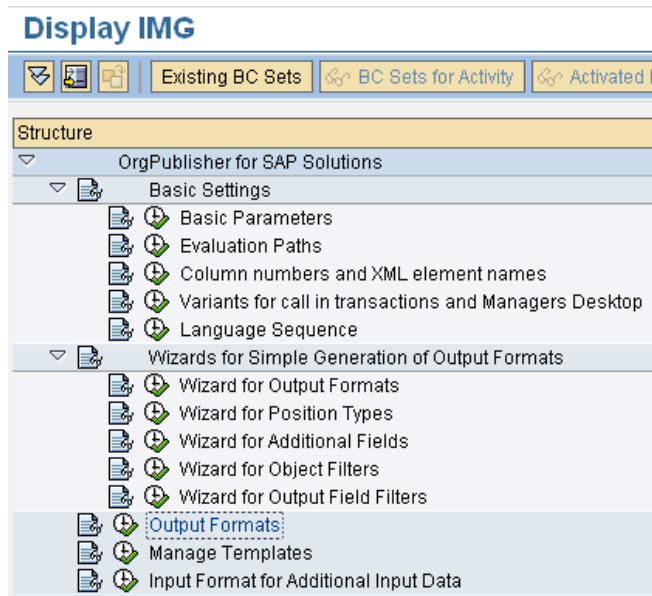
As you are logged on to the portal with an SAP user, all the organizational units to which you are assigned can be determined automatically. You can now generate charts for these organizational units. Select an organizational unit. This organizational unit then becomes the *Root* for the organizational chart.

For this, a personnel number must be assigned for every end user (SAP user). Use transaction PA30, infotype 105 for this.

Choose “*Display Chart*”.

7 Customizing the OrgPublisher SAP Interface

You access all Customizing tables in the “EHR-SOLUTION:_ORGPUBLISHER” role in the “Customizing” menu option or start **transaction /EHR/SOL71_IMG** directly. All Customizing settings are documented in the Implementation Guide. Double-click on the text or click the document icon.



7.1 Basic Settings

Please refer also to the Online Documentation.

7.1.1 Basic Parameters

Only maintain these parameters if you do **not** want to work with the default values. If necessary, edit the default settings for the basic parameters. You can find information on the parameters in the F1 help.

7.1.2 Evaluation Path

OrgPublisher SAP Interface extracts the data along an evaluation path. A large number of evaluation paths are provided by SAP. If you also want to use your own objects or links, you must create your own evaluation path. An evaluation path is assigned to each output format.

We recommend the following evaluation paths:

SBESCX	For organizational structures based on organizational units that also show positions, jobs, and persons. This evaluation path also contains external persons and users. In addition, it finds positions that only have a “Chief” link A012 to the organizational unit, but not an A003 link.
O-O_DOWN	If only organizational units are to be shown in the organizational chart.
ORGA-P	For position hierarchies.

7.1.3 Column Numbers and XML Element Names

Only edit this table if you need more than 200 output fields or you want to change the XML schema. This table is already populated with the Customizing requests that are supplied with the system. 200 fields are predefined.

7.1.4 Variants for Calling Up Transactions and Manager's Desktop

If "OrgPublisher SAP Interface" is called directly from transaction PPOM_OLD, PPOME or PPMDT, the download program /EHR/SOL71_ORGPUB is started via a program variant that you can save in this table. Here, you assign a program variant to the individual scenarios of these transactions. The variants depend on the object type and the scenario, for example:



Transaction	View	Scenario	Variant
PPOME	Staff assignments (structure)	ORG2	CUS&MIN
PPOME	Organizational structure	ORGC	CUS&ORG

Cross-client system variants that are delivered together with the program are used in the Customizing requests supplied.

Note: If you want to use your own variants, for example, in order to use your own output formats in PPOME, you can use only program variants, not system variants.

7.1.5 Language Sequence

In this table, you define the language sequence for language-dependent data, such as text tables. This function is useful if you cannot use table T778L, which is available in the standard SAP system, in your company as it was maintained for other requirements.

Note: A data migration, for example, may mean that the data does not have a language code. To export this data, you can include an entry with language BLANK in your language sequence.

7.2 Output Formats

Caution: New in Version 4: Wizards SEP You should normally use the wizards to customize your output formats. This helps you set up the output formats quickly and easily (see “Wizards”). You can then skip this chapter. You only need the Customizing tables described below in the case of special requirements.

You define your own user-defined output formats under **Output Formats (transaction /EHR/SOL71_DOWNV1)**. You can use your own output formats to align the charts to the requirements or the information needs of a special target group, such as managers or employees.

Output formats consist of various parts:

- The *Evaluation path* (position hierarchy, organizational structure, etc.) is assigned in the table.
- The specified data is usually applied here.
In the *Object types* table, you can restrict the object types (from the evaluation path) to be read, and define the hierarchical sequence of the PD objects. This hierarchy has consequences for data output later. Read the Online Documentation, if necessary.
- *Output Fields*
- The *Output definition* defines which data is written to which custom fields.
- Optionally, you can define *Filters for objects* and *Filters for output fields*.

Select an output format and then change object types, output fields, or output definitions, if required. Customizing of the output fields and output definitions is described below.

7.2.1 Object Types

You define the object types for which data is to be read here. According to your evaluation path, assign a level number for the level at which the object appears in your evaluation path:

Example: Evaluation path SBESCX.

Organizational units	Level 1
Positions	Level 2
Jobs	Level 3
Persons	Level 4
External persons	Level 4

7.2.2 Output Fields

This table describes the record structure of the output file for download from the SAP system or the input file for OrgPublisher™. You can create this table quickly by copying a standard output format, such as /EHR/MIN or /EHR/MAX.

The **field length** is optional. If you enter a length, the output data is restricted to this length.

The **data type** corresponds to the data types that are allowed in OrgPublisher™. We recommend that you always use text format and assign other data types specifically to the fields in OrgPublisher™ later. For this, use the Data/Additional Field Properties function in OrgPublisher™.

Standard fields are predefined (column < 20). **Additional fields** (as of column 20) must then be assigned to the position types in OrgPublisher™ so that they are displayed. When you set up a new output format, you can use the “Display custom fields for all position types” option in the download program. You can also find this function in the menu under Data/custom field characteristics in OrgPublisher™.

The following fields are standard OrgPublisher fields™. Please refer to the *Online Documentation in OrgPublisher™* for details.

Column	Field name
1	ParentBoxID
2	BoxID
3	BoxTitle
4	RecordType
5	ID
6	LastName
7	FirstName
8	MiddleName
9	JobID
10	JobTitle
11	Reserved
12	BoxSequenceNumber
13	JobSequenceNumber
14	PositionSequenceNumber
15	PhotoURL
16	Reserved
17	PositionID
18	LevelNumber
19	Reserved
≥ 20	Custom Fields

7.2.3 Output Definitions:

You can define an individually variable structure of the output file for each output format in the output definitions. The file is set up line by line via the output instructions.

The following types of output instructions are available:

- Fixed assignment of constant values
- Functions to determine values
- Functions to read table fields
- Simple conditions (IF-THEN-ELSE)

Output Instruction Fields:

Comment	Enter * "Line is not used in output format" here if individual lines of the output definition are to be excluded during processing. You can use this function to exclude certain functions in the test phase to avoid the setting of indicators in OrgPublisher, for example.
Output format (mandatory)	
Level (mandatory)	Enter the level that you have defined for the object type here.
Table position (mandatory)	Controls processing of the output instructions.
Output field	Selection of an output field.
Object type (mandatory)	Specifies the object type for which the output instruction is valid.
Special functions	See below.
Infotype, subtype, input field	Reads the value of an infotype field.
Selection option	This option is only important for infotypes with a subtype = blank. See the Online Help.
Prefix	<p>Defines the link character if more than one input field exists for the same target field. If no prefix is defined, the target field is not overwritten if it has already been filled by previous input fields. Possible entries:</p> <p>\$ = Blank</p> <p>\$O = The target field is overwritten, even if it is already filled. But only if the input field is not blank.</p> <p>\$\$ = Link input fields without separators</p>
User exit	ABAP routines are called up in this field. Some special functions also use this field (<i>see below</i>).
Method (for reading the infotypes)	Only use if performance problems occur while infotypes are being read (<i>see also</i> "Standard Methods for Reading Infotypes").
Parameter 1, Parameter 2	You can use parameters 1 and 2 to transfer other data to the user exit for processing.

Output Instruction: Assign "Simple" Field Contents

You define an input field with the object type, infotype, subtype, and input field (example: the "Custom20" field is filled with the short description of the organizational unit from the short text field in the "Object" infotype). The value is written to the output field at a certain level. If the same field is to be filled again at a higher level, the prefix decides whether the old value is overwritten or whether the new value is appended.

Output Instruction: Special Functions

Alternatively, you can assign data using special functions:

CONSTANT	Using the special function "CONSTANT", the value (or a character string) from the User exit field is assigned to an output field.
OBJID	In the SAP system, a unique 8-character ID is assigned for each PD object. This 8-character object ID can be read using the special function OBJID. If you need the position ID, read the OBJID of object type "S" accordingly.
OBJD_UP	This function determines the 8-character SAP object ID for a superior object in the hierarchy. <i>Example:</i> The special function OBJD_UP supplies the SAP ID of the organizational unit for the evaluation path O-S-P for object type S (position).
ID	While the PD objects are read, each object receives an internally unique "read sequence" ID. This ID is more suitable than the SAP object ID for distinguishing hierarchical relationships between objects, as the sequential numbering of the SAP object IDs does not allow any reference to subordinate or superior relationships, priorities, etc. The "BoxID" and "ParentBoxID" output fields are therefore filled with these ID values to a large extent.
ID_UP	Like OBJD_UP, this function determines an internal "Read sequence" ID for a superior object in the hierarchy.
KEY	Supplies object type and object ID to a field, such as O50003456.
KEY_UP	Determines the value for the BoxID field from the directly superior object. This function can be used for the ParentBoxID output field.
NEWID	If neither the internal ID nor the 8-character SAP object ID leads to the desired result in the BoxID and ParentBoxID fields, the NEWID function supplies a further value. You can set the start value for this NEWID function in Customizing.
KOKRS/ KOSTL	This function determines the controlling area (KOKRS) and the cost center (KOSTL) of an organizational unit or a position. Inheritance through the A011 link is taken into consideration.
STRUC	STRUC delivers a result if the structure is defined in "Data Dictionary". This structure is filled with information on the object in the object hierarchy. In the "Input field" output field, define the field whose contents you require. <i>Example:</i> Use the VPROZT field to obtain a job assignment percentage for a person in a position. The VRELAT field contains the links to superior objects in the hierarchy.
TABNR	This function reads the value from a table infotype without having to program an additional user exit. Table infotypes are infotypes in Tables HRPxxxx and HRTxxxx. Table HRTxxxx can contain more than one data line for a specific object. You can then define the required line in the User exit field. <i>Example:</i> Object type = O, Infotype = 1002, Subtype = 0003, Input field = TLINE, User exit = 2

This output instruction reads the second line of the “Verbal Description” entry of object “O” = organizational unit.

TEXT

This function reads the texts for an infotype field from the respective text table. In the User exit field of the output instruction, enter the table name and output field, connected by a hyphen. *Examples:*

1. Text for employee group
from text table T501P

2. Text for personnel area
from text table T500P

						Input		
Output field name	OT	Function	IType	Sel	SType	field	Prefix	Name User exit
Custom052	P	TEXT	0001			PERSG	\$O	T501T-PTEXT
Custom045	P	TEXT	0001			WERKS	\$O	T500P-NAME1-PERSA

IF – ELSE – ENDIF

Using the IF condition check, you can assign output fields, for example, depending on a particular infotype field content. The condition check can be used in two ways:

Checking an Infotype Field

Example: If the short text (SHORT field) of the job description (object “C”, IT 1000) is “Assistant”, the “RecordType” output field is assigned the constant value “<ASSIST>”.

						Input		
Output field name	OT	Function	IType	Sel	SType	field	Prefix	Name User exit
	C	IF	1000			SHORT		Assistant
RecordType	C	CONSTANT					\$O	<ASSIST>
	C	ENDIF						

Checking the Result of a User Exit

Example: If the user exit “is_manager_orgunit” delivers the result value “TRUE”, the “RecordType” output field is assigned the constant value “M”.

						Input		
Output field name	OT	Function	IType	Sel	SType	field	Prefix	Name User exit
	S	IF						IS_MANAGER_ORGUNIT
RecordType	S	CONSTANT					\$O	M
	S	ELSE						

User Exit/External Routines: If the special functions mentioned above are not sufficient to implement your requirements, you can define further functions in ABAP with user-defined user exits. The special functions CONSTANT, TABNR, or TEXT cannot be combined with user-defined user exits. Enter the name of your own form routine in the “User exit” field. You first need to maintain the module pool in the basic parameters.

If you want to adapt individual user exits, you can copy, rename, and adapt these examples to your own namespace. In this case, you must also enter your module pool in the basic parameters (see above).

User Exits

The OrgPublisher interface delivery contains interfaces. A few examples are listed below, and you can find further user exits in **report /EHR/SOL71_EXT_FORMS**. You can find an exact definition in the documentation in the coding (SE80) or the description in the Appendix.

is_manager_orgunit Checks the chief position link 012 and returns a "TRUE" or a "FALSE". Must be used in connection with an IF condition. *Application example:*

			ITyp		Input				
Output field name	OT	Function	e	Sel	SType	field	Prefix	Name	User exit
	S	IF						IS_MANAGER_	
								ORGUNIT	
RecordType	S	CONSTANT					\$O	M	

get_infy_data Programming example

without_leading_zeros Deletes the leading zeros of a value, such as personnel number
"00012345" is converted to "12345". *Application example:*

			ITyp		Input				
Output field name	OT	Function	e	Sel	SType	field	Prefix	Name	User exit
								WITHOUT_LEADING_	
Custom043	P	OBJID					\$O	ZEROS	

div100 Converts a percentage or integer value to a decimal value with two decimal places.
"100%" is converted to "1.00". *Application example:*

					Input				
Output field name	OT	Function	ITyp	Sel	SType	field	Prefix	Name	User exit
Custom067	P		0008			BSGRD	\$O	DIV100	

7.2.4 Object Filters and Filters for Output Fields

Individual objects, including all subordinate objects, can be excluded from processing via **object filters**.

As in multiple selection, you can define several conditions for infotype fields of the object to be excluded (see also Output Field Filters). The object filter is determined via the Object type, Infotype, Subtype, and Input field.

Example: Do not display organizational units in OrgPublisher if the values 1 to 5 are shown in infotype 1010 (Authorities/Resources):

Object type	0
Infotype	1010
Subtype	ZOPT
Input field name	HILFM
Selection	Not: the values are to be excluded
Option	Between: Interval
From	1
To	5

You use the **filter for output fields** if data records are to be filtered depending on the content of the input fields.

For each output field, several conditions can be entered, as in multiple selection:

Single values, intervals, greater than, less than, greater than or equal to, less than or equal to, and so on.

- or search strings with the search signs + (exactly one character) and % (any number of characters)
- or an inclusion or exclusion condition

Example: The employee subgroup of persons (object type P) is output in the custom field **CF_Persk**. Persons from the employee subgroup DU are not to be output.

Output field name	CF_Persk
Selection	Not: the values are to be excluded
Option	Equal: Single value
From	DU

7.3 Templates

Under *Manage Templates*, you can save the otm files (OrgPublisher files for formatting the organizational charts, see the Overview chapter) centrally on the SAP server and transport them as Customizing tables. These files are then available automatically for all users who want to start OrgPublisher™ locally when downloading data (OrgPublisher™ does not need to be installed locally).

The template can – but does not need to be – specified at download. An otm file (formatting) with the same name is then created in the same directory as the OCB file (data). If you open the ocb file in OrgPublisher™, the otm file is read at the same time and you see one or more formatted charts. You can load the template on your local PC and the file directory of the SAP server.



Load template: Load otm file in the SAP system.



Delete template



Export template (to a local file)

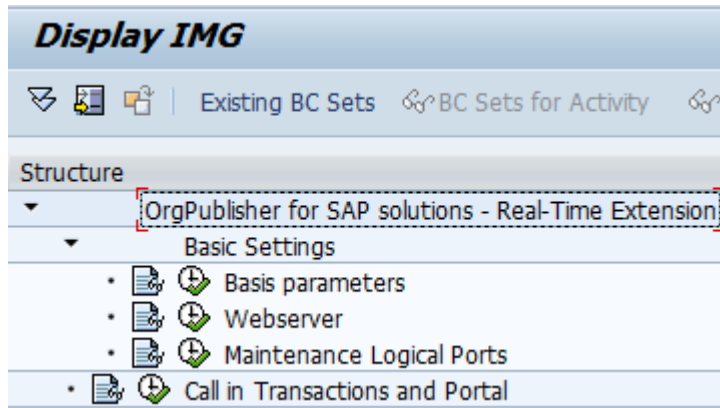
Note: When you start *OrgPublisher™* when downloading data from SAP, the otm file is only used if you have specified a local file for output.

Note: With version 10.1 of *OrgPublisher*, other language-dependent file types have been introduced for templates (e.g. .OTM_DE, .OTM_ES...). As of version 5.1 of SAP Interface, you can also upload these new file types here.

As you can only open these files with the corresponding language version of the *OrgPublisher* application, a corresponding otm file is also always generated when the file types OTM_XY are downloaded.

7.4 Customizing “Real-Time Extension” (Optional)

The “Real-Time Extension” additional module is required for this. Role “EHR-SOLUTION:_OR-GPUB_REALTIME” provides you with the additional transaction /EHR/SOL71_IMG_RT for Customizing.



7.4.1 Basic Settings - Basic Parameters

The basic parameters define basic properties for “OrgPublisher for SAP solutions Real-Time Extension”. Table /EHR/S71_PARM_RT is usually configured once for the following parameters:

Evaluation Path for Root Object Determination

If you integrate the “Real-Time Extension” in the portal, the root object (organizational unit) must be determined for the organizational chart by means of an evaluation path. The organizational units in which the user who is logged on to the portal occurs are determined. These organizational units are then offered to the portal user for selection on the portal interface. *Recommendation:* Use evaluation path SBESCX.

Standard ViewID for Transactions

When you call up “OrgPublisher™ for SAP® solutions Real-Time Extension” from transactions – for example PPOME – the ViewID entered here is used by default if a ViewID is not determined via the dialog box (see *Calling Up OrgPublisher Real-Time Extension in Transactions*, table /EHR/S71_ONLINE).

7.4.2 Basic Settings - Web Server

Table /EHR/S71_SERVER contains the possible servers for OrgPublisher output via the web. The server name corresponds to the name of the logical port. The URL field contains part of the URL for displaying the chart with the browser, a query string for the OTM file to be used, and a GUID.

7.4.3 Basic Settings - Logical Port Maintenance

This menu option calls up transaction LPCONFIG. Here, you assign logical ports to your web servers, which you use to connect to the SAP system. For more information, see the installation description for *OrgPublisher™ for SAP® solutions: OrgPublisher SAP Interface*.

7.4.4 Calling Up in Transactions and Portal

The ViewIDs that are offered in the F4 help when transactions are called up and in the portal are defined in table /EHR/S71_ONLINE. The ViewID is used to control output of the chart when OrgPublisher is called up from transactions (for example PPOME) or from the portal. A variant from the OrgPublisher download program and an object type are assigned to a ViewID. The “Portal” and “Transaction” checkboxes define whether the ViewID is to be offered in the portal or in transactions (for example PPOME). Two ViewIDs, PPOME1 and PPOME2, are delivered as standard.

8 Standard Output Formats

Some output formats are provided with the standard delivery. Their names start with “EHR”. You can copy these output formats to a different name using the “Wizard for Output Formats” and adapt them to your requirements.

All standard output formats have been created with the wizards.

Corresponding *Templates* are provided for each standard output format, which show the various formatting options of the chart when you call up OrgPublisher. The templates are available in English and German. For example, select the template /EHR/MIN_EN to display the output format /EHR/MIN with the English descriptions for styles, position types, and field descriptions, or /EHR/MIN_DE for the German descriptions.

8.1 /EHR/ORG: Organizational Structure

Only organizational units are displayed (evaluation path O-O_DOWN). The long and short text of the organizational unit, the cost center and weekly working time of the organizational unit, and the OBJID are output as custom fields (CustomXX). The position type <SF> is created for staff jobs if the indicator for staff jobs is set in infotype 1003 in the organizational unit. The “Employee function” box type is assigned to the position type in the corresponding otm file.

Le	TabPos	Output field name	OT	Function	IType	Sel	ST	Input		
								field	Prefix	User exit
1	0010	ParentBoxID	O	ID_UP						
1	0020	BoxID	O	ID						
1	0030	BoxSequenceNumber	O	ID						
1	0035	PositionID	O	OBJID						
1	0040	BoxID	O	ID					\$O	
1	0050	RecordType	O	CONSTANT					\$O	<ORG>
1	0060	LastName	O	SPACE						
1	0070	BoxTitle	O		1000			STEXT	\$O	
1	0090		O	IF	1003			STABS		X
1	0100	RecordType	O	CONSTANT					\$O	<SF>
1	0110		O	ENDIF						
1	0120	BoxTitle	O		1000			STEXT	\$O	
1	0130	Custom020	O		1000			STEXT	\$O	
1	0140	Custom021	O		1000			SHORT	\$O	
1	0150	Custom022	O	KOSTL					\$O	
1	0160	Custom023	O	OBJID					\$O	KOSTL_TEXT
1	0170	Custom024	O		1011			WKAvg	\$O	WRITE

8.2 /EHR/MIN: Organizational Structure with Positions, Jobs, Persons

This output format uses the evaluation path SBESCX to read organizational units, positions, jobs, and persons.

Position types: The Chiefs of the organizational unit are displayed in the top box of each organizational unit and have the position type Manager (M). All other positions in the organizational unit have a separate box and the position type Employee (E). If an organizational unit does not have a Chief, a separate box with the position type <ORG> is created. A blank is entered in the LastName field so that an open position is not generated in OrgPublisher™.

There are only a few *Custom fields* (CustomXX): Long text of the organizational unit, position, and job; ENAME, telephone number, e-mail, cost center, and cost center name.

Level	TabPos	Output field name	OT	Function	IType	S	ST	Input field	Prefix	Name	User exit
1	0010	ParentBoxID	O	ID_UP							
1	0020	BoxID	O	ID							
1	0030	RecordType	O	CONSTANT						B	
1	0040	BoxSequenceNumber	O	ID							
1	0050	PositionID	O	OBJID							
1	0060	BoxTitle	O		1000			STEXT	\$O		
1	0070	Custom021	O		1000			STEXT	\$O		
2	0010		O	IF						HAS_MANAGER	
2	0020		O	ELSE							
2	0030	BoxID	O	ID					\$O		
2	0040	RecordType	O	CONSTANT					\$O	<ORG>	
2	0050	LastName	O	SPACE							
2	0060		O	ENDIF							
2	0070		S	IF						IS_MANAGER_ORGUNIT	
2	0080	RecordType	S	CONSTANT					\$O	M	
2	0090		S	ELSE							
2	0100	ParentBoxID	S	ID_UP					\$O		
2	0110	BoxID	S	ID					\$O		
2	0120	RecordType	S	CONSTANT					\$O	E	
2	0130	BoxSequenceNumber	S	ID					\$O		
2	0140		S	ENDIF							
2	0160	JobID	S		1000			STEXT	\$O		
2	0170	PositionID	S	OBJID					\$\$		
2	0180	JobTitle	S		1000			STEXT	\$O		
2	0190	Custom022	S		1000			STEXT	\$O		
3	0010	Custom023	C		1000			STEXT	\$O		
4	0010	PositionSequence- Number	P	ID							
4	0020	ID	P	OBJID							
4	0030	PositionID	P	OBJID					\$\$		
4	0040	LastName	P		0002			NACHN	\$O		
4	0050	FirstName	P		0002			VORNA	\$O		
4	0060	MiddleName	P		0002			MIDNM	\$O		
4	0070	Custom020	P	OBJID					\$O	KOSTL_TEXT	
4	0080	Photo	P	OBJID					\$O		
4	0090	Photo	P	CONSTANT					\$\$.jpg	
4	0100	Custom024	P		0001			ENAME	\$O		
4	0110	Custom025	P		0105		0020	USRID_LONG	\$O	FORMAT_TELNR_0105	
4	0120	Custom026	P		0105		0010	USRID_LONG	\$O		

4	0130	Custom027	P	KOSTL	\$O
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Note: The position type <ORG> is used for organizational units without Chiefs so that these can be distinguished from organizational units with Chiefs.

The instructions on Level 2 for object type O (positions 10 to 60) create a separate box for organizational units without Chiefs.

All standard output formats create a new box in the organizational chart for each position. But ...

In OrgPublisher™ all employees/positions in an organizational unit can be displayed in one box if you use the "Subordinates in same organizational field" autobuild options function (one box for organizational unit) in the Format/Diagram menu. As a third variant, you can set "Subordinates in lower organization field" (Chief in one box, all other employees in another box). **Caution:** For this purpose, the priority of the user-defined position types must be set to a value >=1 (choose Edit/Define -> Position Types in the menu).

8.3 /EHR/MAX: As MIN, But With Numerous Custom Fields

/EHR/MAX has the same basic structure as /EHR/MIN, but numerous custom fields are predefined. Use this format if you have maintained numerous infotypes in your system and want to see them in the organizational chart. You can delete output fields specifically and easily using the "Wizard for Output Formats" (from your copied output format). The same applies for the position types.

Level 1 – Organizational Units

Custom fields for OBJID; short and long text and text of organizational unit cost center and weekly working time.

Level	TabPos	Output field name	OT	Function	Input			Prefix	Name	User exit
					IType	Sel	SType field			
1	0010	ParentBoxID	O	ID_UP						
1	0020	BoxID	O	ID						
1	0030	RecordType	O	CONSTANT					B	
1	0040	BoxSequenceNumber	O	ID						
1	0050	PositionID	O							
1	0060	BoxTitle	O		1000		STEXT	\$O		
1	0070	Custom020	O		1000		OBJID	\$O		
1	0080	Custom021	O		1000		SHORT	\$O		
1	0090	Custom022	O		1000		STEXT	\$O		
1	0100	Custom023	O	KOSTL				\$O		
1	0110	Custom024	O	OBJID				\$O	KOSTL_TEXT	
1	0120	Custom075	O		1011		WKAvg	\$O	WRITE	

Level 2 – Organizational Units and Positions

Position type <ORG> for organizational units without Chief, the last name is filled with a blank. This prevents "open position" from being displayed in OrgPublisher™.

2	0010		O	IF		HAS_MANAGER
2	0020		O	ELSE		
2	0030	BoxID	O	ID	\$O	
2	0040	RecordType	O	CONSTANT	\$O	<ORG>
2	0050	LastName	O	SPACE		
2	0060		O	ENDIF		

Position types for Managers (M) and Employees (E) are now assigned. A new box is generated for each new position.

2	0070		S	IF		IS_MANAGER_ORGUNIT
2	0080	RecordType	S	CONSTANT	\$O	M
2	0090		S	ELSE		
2	0100	ParentBoxID	S	ID_UP	\$O	
2	0110	BoxID	S	ID	\$O	
2	0120	RecordType	S	CONSTANT	\$O	E
2	0130	BoxSequenceNumber	S	ID	\$O	
2	0140		S	ENDIF		

The standard fields are filled here.

2	0160	JobID	S	OBJID		
2	0170	PositionID	S	OBJID		\$\$
2	0180	JobTitle	S		1000	STEXT \$O

Custom fields for OBJID; short and long text and text of position, text of cost center and utilities/resources.

2	0190	Custom025	S		1000	OBJID \$O
2	0200	Custom026	S		1000	SHORT \$O
2	0210	Custom027	S		1000	STEXT \$O
2	0220	Custom028	S	KOSTL		\$O
2	0230	Custom029	S	OBJID		\$O KOSTL_TEXT
2	0240	Custom030	S	TEXT	1010 0001	HILFM \$O T777W-HTEXT

Position type for staff jobs

2	0250		S	IF	1003	STABS X
2	0260	RecordType	S	CONSTANT		\$O <SF>
2	0270		S	ENDIF		

This is followed by further custom fields for the pay scale area and pay scale group from/to (from the position).

Level 3 – Job

Three custom fields are generated for OBJID; short and long text.

3	0010	Custom031	C	1000	OBJID	\$O
3	0020	Custom032	C	1000	SHORT	\$O
3	0030	Custom033	C	1000	STEXT	\$O

This is followed by further custom fields for the pay scale area and pay scale group from/to (from the job).

Different *Position types* are defined, depending on the job identifier (or job OBJID). The example shows the definition of “Executive Board” based on the job identifier.

3	0100		C	IF	1000	SHORT	Executive board
3	0110	RecordType	C	CONSTANT		\$O	<VORSTAND>
3	0120		C	ENDIF			

Level 4 – Person

Note: There are different alternatives for transferring the name of a person to the OrgPublisher standard fields (LastName, FirstName, MiddleName). Depending on this, the name can be displayed in different ways in the chart in OrgPublisher™. It also influences the sorting in the list view. A display is set as default in the wizards. However, you can choose between several alternatives and change these.

Unfortunately, there is no standard field for the title in OrgPublisher™. It may therefore need to be written in a field with the first name.

Standard fields for persons:

4	0010	PositionSe-	P	ID			
4	0020	quenceNumber	P	OBJID			
4	0030	ID	P	OBJID			
4	0030	PositionID	P	OBJID			\$\$

The following custom fields have been defined using the “Wizard for Output Formats”.

4	0040	Custom034	P	0002	GBDAT	\$O	
4	0050	Custom035	P	0002	GBDAT	\$O	CALC_DATE
4	0060	Custom036	P	0002	GESCH	\$O	READ_DOMVALUE
4	0070	Custom037	P	TEXT	0002	NATIO	\$O T005T-NATIO-LAND1
4	0080	Custom038	P	TEXT	0002	FAMST	\$O T502T-FTEXT
4	0090	Custom039	P	0006	1	PSTLZ	\$O
4	0100	Custom039	P	CONSTANT	1		\$\$ -
4	0110	Custom039	P	0006	1	ORT01	\$\$
4	0120	Custom040	P	0006	1	TELN	\$O FORMAT_PHONNR_USA
4	0130	Custom041	P	0009		BANKN	\$O
4	0140	Custom042	P	0012		STRKL	\$O READ_DOMVALUE
4	0150	Custom043	P	OBJID			\$O WITHOUT_LEADING_ZEROS
4	0160	Custom044	P	0001		WERKS	\$O
4	0170	Custom045	P	TEXT	0001	WERKS	\$O T500P-NAME1-PERSA

4	0180	Custom046	P		0001	BTRTL	\$O	
4	0190	Custom047	P	TEXT	0001	BTRTL	\$O	T001P-BTEXT
4	0200	Custom048	P	KOKRS			\$O	
4	0210	Custom049	P	KOSTL			\$O	
4	0220	Custom050	P	OBJID			\$O	KOSTL_TEXT
4	0230	Custom051	P		0001	PERSG	\$O	
4	0240	Custom052	P	TEXT	0001	PERSG	\$O	T501T-PTEXT
4	0250	Custom053	P		0001	PERSK	\$O	
4	0260	Custom054	P	TEXT	0001	PERSK	\$O	T503T-PTEXT
4	0270	Custom055	P	TEXT	0001	SACHP	\$O	T526-SACHN-SACHX
4	0280	Custom056	P	TEXT	0001	SACHA	\$O	T526-SACHN-SACHX
4	0290	Custom057	P	TEXT	0001	SACHZ	\$O	T526-SACHN-SACHX
4	0300	Custom058	P	OBJID			\$O	ENTRY_DATE
4	0310	Custom059	P	OBJID			\$O	LEAVING_DATE
4	0320	Custom060	P		0008	TRFAR	\$O	
4	0330	Custom061	P	TEXT	0008	TRFAR	\$O	T510A-TARTX
4	0340	Custom062	P		0008	TRFGB	\$O	
4	0350	Custom063	P	TEXT	0008	TRFGB	\$O	T510G-TGBTX
4	0360	Custom064	P	TEXT	0016	CTTYP	\$O	T547S-CTTXT
4	0370	Custom065	P		0007	WOSTD	\$O	WRITE
4	0380	Custom066	P		0007	EMPCT	\$O	WRITE
4	0390	Custom067	P		0008	BSGRD	\$O	div100
4	0400	Custom068	P		0032	TEL01	\$O	
4	0410	Custom068	P		0032	TEL02	/	
4	0420	Custom069	P		0032	WAUSW	\$O	
						USRID_		
4	0430	Custom070	P		0105	0010 LONG	\$O	
						USRID_		
4	0440	Custom071	P		0105	0020 LONG	\$O	FORMAT_TELNR_0105
4	0450	Custom072	P		0032	GEBNR		
4	0460	Custom073	P		0032	ZIMNR		
4	0470	Custom074	P		0032	KFZKZ		

The position type <PARENT> is assigned for absence types for parental leave.

4	0480		P	IF	2001	0600	AWART	0600
4	0490	RecordType	P	CONSTANT			\$O	<PARENT>
4	0500		P	ENDIF				
4	0510		P	IF	2001	0601	AWART	0601
4	0520	RecordType	P	CONSTANT			\$O	<PARENT>
4	0530		P	ENDIF				

Standard field "PhotoURL": The file name for the photo is taken from the personnel number.

4	0540	PhotoURL	P	OBJID				
4	0550	PhotoURL	P	CONSTANT			\$\$.jpg

4	0560	Custom082	P		0002	RUFNM	\$O	
4	0570	Custom083	P		0001	ENAME	\$O	
4	0580	Custom084	P	OBJID			\$O	get_manager
4	0590	Custom085	P	OBJID			\$O	manager_substitute
4	0600	Custom086	P		0016	ARBER	\$O	
4	0610	Custom087	P		0007	TEILK	\$O	
4	0620	Custom088	P	OBJID			\$O	get_vac_current

The standard fields for the name are then filled.

4	0630	LastName	P		0002	NACHN	\$O	
4	0640	FirstName	P		0002	VORNA	\$O	
4	0650	MiddleName	P		0002	MIDNM	\$O	

8.4 /EHR/STAFF: Staff Function

All employees of staff organizational units have a staff function. The output field Custom020 is used in an IF instruction for this purpose. The Chief of staff organizational units has the position type <SFManager> and employees have the position type <SFEmployee>.

If the checkbox for Staff (PPOME) is maintained for the organizational unit, all employees in this staff organizational unit are flagged as staff employees. If the checkbox for the staff function is only set for the position (not for the organizational unit), only this employee is indicated as a staff employee.

Input									
Level	TabPos	Output field name	OT	Function	IType	Sel	SType	field	Prefix Name User exit
1	0010	ParentBoxID	O	ID_UP					
1	0020	BoxID	O	ID					
1	0030	RecordType	O	CONSTANT					B
1	0040	BoxSequenceNumber	O	ID					
1	0050	PositionID	O	OBJID					
1	0060	Custom020	O		1003			STABS	
1	0070	BoxTitle	O		1000			STEXT	\$O
2	0010		O	IF					HAS_MANAGER
2	0020		O	ELSE					
2	0030	BoxID	O	ID					\$O
2	0040	RecordType	O	CONSTANT					\$O <ORG>
2	0050	LastName	O	SPACE					
2	0060		O	ENDIF					
2	0070		O	IF	1003			STABS	X
2	0080	RecordType	O	CONSTANT					\$O <SF>
2	0090		O	ENDIF					
2	0100	PositionID	S	OBJID					\$
2	0110		S	IF					IS_MANAGER_ORGUNIT
2	0120	RecordType	S	CONSTANT					\$O M
2	0130		S	ELSE					
2	0140	ParentBoxID	S	ID_UP					\$O
2	0150	BoxID	S	ID					\$O
2	0160	RecordType	S	CONSTANT					\$O E
2	0170	BoxSequenceNumber	S	ID					\$O
2	0180		S	ENDIF					
2	0190	JobID	S		1000			STEXT	
2	0200	Custom020	S		1003			STABS	
2	0210	Custom020	S	IF					X
2	0220		S	IF					IS_MANAGER_ORGUNIT
2	0230	RecordType	S	CONSTANT					\$O <SFManager>
2	0240		S	ELSE					
2	0250	RecordType	S	CONSTANT					\$O <SFEmployee>
2	0260		S	ENDIF					
2	0270		S	ENDIF					
2	0280	JobTitle	S		1000			STEXT	\$O

		PositionSe-							
4	0010	quenceNumber	P	ID					
4	0015	PositionID	P	OBJID					\$\$
4	0020	ID	P	OBJID					
4	0030	LastName	P		0002		NACHN	\$O	
4	0040	FirstName	P		0002		VORNA	\$O	
4	0050	MiddleName	P		0002		MIDNM	\$O	
4	0060	Photo	P	OBJID				\$O	
4	0070	Photo	P	CONSTANT				\$\$.jpg

8.5 /EHR/POS: Position Hierarchy

This example shows positions and persons in a position hierarchy (evaluation path ORGA-P). There is therefore only one *position type* E (employee).

Custom fields for the cost center, for the cost center text, and for the position OBJID are filled in the position; the degree of employment is read for the person and divided by 100 so that the value can be displayed as a percentage and cumulated for the headcount calculation. The objid.jpg file name is generated for the photo.

Level	TabPos	Output field name	O		Input				Prefix	User exit
			T	Function	IType	Sel	SType	field		
1	0010	ParentBoxID	S	ID_UP						
1	0020	BoxID	S	ID						
1	0030	BoxSequenceNumber	S	ID						
1	0035	PositionID	S	OBJID						
1	0040	RecordType	S	CONSTANT					\$O	E
1	0050	JobID	S	OBJID					\$O	
1	0060	BoxTitle	S		1000			SHORT	\$O	
1	0070	JobTitle	S		1000			STEXT	\$O	
1	0080	Custom020	S		1000			SHORT	\$O	
1	0090	Custom021	S	KOSTL					\$O	
1	0100	Custom022	S	OBJID					\$O	KOSTL_TEXT
1	0110	Custom023	S		1000			OBJID	\$O	
2	0010	PositionSequenceNumber	P	ID					\$O	
2	0015	PositionID	P	OBJID					\$\$	
2	0020	Custom025	P		0008			BSGRD	\$O	div100
2	0030	LastName	P		0002			NACHN	\$O	
2	0040	FirstName	P		0002			VORNA	\$O	
2	0050	MiddleName	P		0002			MIDNM	\$O	
2	0070	Photo	P	OBJID					\$O	
2	0080	Photo	P	CONSTANT					\$\$.jpg

8.6 /EHR/UFL: Universal File Layout

As of version 11, predefined reports are available in OrgPublisher™, which you can use to easily create charts, organizational charts, and so on. These reports are based on the “Universal File Layout” (UFL), which predefines the input fields. If an output format matches the UFL, you can use the predefined reports with your SAP data.

Note: The predefined reports are only available if you are using the Premier version of OrgPublisher™.

You can now use the output format /EHR/UFL for *OrgPublisher™ for SAP® solutions*. This format supports the following data field groups:

- “OrgPublisher Standard Fields 1-19”
- “Common Generic Fields 20-52”

This basic version allows you to use most of the predefined reports. However, you can also extend the output format manually in order to use other predefined reports.

Level 1 – Organizational Units

The basic structure of the output format matches that of /EHR/MIN. The following custom fields are also filled:

- Organizational unit name
- Organizational unit ID
- Organizational unit cost center
- Organizational unit cost center text

The UFL also provides custom fields for “Division” (field 24) and “Department”(field 25). These fields are filled as placeholders with the long text of the organizational unit.

Lvl	TabPos	Output field name	O T	Function	IType	SType	Input field	Prefix	Name	User exit
1	10	ParentBoxID	O	ID_UP						
1	20	BoxID	O	ID						
1	30	RecordType	O	CONSTANT					B	
1	40	BoxSequenceNumber	O	ID						
1	50	PositionID	O	OBJID						
1	60	BoxTitle	O		1000		STEXT	\$O		
1	70	Custom020	O		1000		STEXT	\$O		
1	80	Custom021	O		1000		OBJID	\$O		
1	90	Custom024	O		1000		STEXT			
1	100	Custom025	O		1000		STEXT			
1	110	Custom026	O	OBJID				\$O	KOSTL_TEXT	
1	120	Custom027	O	KOSTL				\$O		

Level 2 – Organizational Units and Positions

“Position type <ORG>” for organizational units without Chiefs is generated here. The last name is filled with a blank. This prevents position type “open position” from being displayed in OrgPublisher™.

Lvl	TabPos	Output field name	O T	Function	IType	SType	Input field	Prefix	Name	User exit
2	10		O	IF						HAS_MANAGER
2	20		O	ELSE						
2	30	BoxID	O	ID				\$O		
2	40	RecordType	O	CONSTANT				\$O	<ORG>	
2	50	LastName	O	SPACE						
2	60		O	ENDIF						

Level 2 – Positions

Position types for Managers (M) and Employees (E) are now assigned. A new box is generated for each position.

Lvl	TabPos	Output field name	O T	Function	IType	SType	Input field	Prefix	Name	User exit
2	70		S	IF						IS_MANAGER_ORGUNIT
2	80	RecordType	S	CONSTANT				\$O	M	
2	90		S	ELSE						
2	100	ParentBoxID	S	ID_UP				\$O		
2	110	BoxID	S	ID				\$O		
2	120	RecordType	S	CONSTANT				\$O	E	
2	130	BoxSequenceNumber	S	ID				\$O		
2	140		S	ENDIF						

Standard fields JobSequenceNumber, JobID, PositionID, and JobTitle are generated here for the position object and a custom field is filled for the position start date (field 52).

Lvl	TabPos	Output field name	O T	Function	IType	SType	Input field	Prefix	Name	User exit
2	150	JobSequenceNumber	S	ID						
2	160	JobID	S		1000		STEXT	\$O		
2	170	PositionID	S	OBJID				\$\$		
2	180	JobTitle	S		1000		STEXT	\$O		
2	190	Custom052	S		1000		BEGDA			

Level 3 – Job

The following custom fields are generated for job family ID, job ID, and job long text:

Lvl	TabPos	Output field name	O T	Function	IType	SType	Input field	Prefix	Name	User exit
3	10	Custom028	C		1001	A450	SOBID			
3	30	Custom030	C		1000		OBJID	\$O		
3	40	Custom031	C		1000		STEXT	\$O		

Level 4 – Person

Standard fields for persons:

Lvl	TabPos	Output field name	O T	Function	IType	SType	Input field	Prefix	Name	User exit
4	10	PositionSequenceNumber	P	ID						
4	20	ID	P	OBJID						
4	30	PositionID	P	OBJID				\$\$		
4	40	LastName	P		0002		NACHN	\$O		
4	50	FirstName	P		0002		VORNA	\$O		
4	60	MiddleName	P		0002		MIDNM	\$O		
4	70	Photo	P	OBJID				\$O		
4	80	Photo	P	CONSTANT				\$\$.jpg	

The following custom fields are generated for persons:

- Field 22 Business division
- Field 23 Business division ID
- Field 33 Personnel number
- Field 34 User ID
- Field 36 Entry date
- Field 37 Re-entry date
- Field 38 Date of birth
- Field 39 Gender
- Field 40 Ethnic origin
- Field 42 Contract type
- Field 43 Text for employee group
- Field 44 Text for employee subgroup
- Field 45 Employment status
- Field 46 Country key
- Field 47 Region
- Field 48 Personnel area
- Field 49 E-mail
- Field 50 Telephone
- Field 51 Administrator for HR master data
- Field 52 Position start date

Lvl	TabPos	Output field name	O		STy		Input field	Prefix	Name	User exit
			T	Function	IType	pe				
4	90	Custom022	P	TEXT	0001		GSBER		TGSBT-GTEXT	
4	100	Custom023	P		0001		GSBER			
4	110	Custom033	P	OBJID				\$O	WITHOUT _LEADING_ZEROS	
4	120	Custom034	P		0105	0001	USRID			
4	130	Custom036	P	OBJID				\$O	ENTRY_DATE	
4	140	Custom037	P	OBJID				\$O	ENTRY_DATE	
4	150	Custom038	P		0002		GBDAT	\$O		
4	160	Custom039	P		0002		GESCH	\$O	READ_DOMVALUE	
4	170	Custom040	P	TEXT	0077		RACKY	\$O	T505S-LTEXT	
4	180	Custom043	P	TEXT	0001		PERSG	\$O	T501T-PTEXT	
4	190	Custom044	P	TEXT	0001		PERSK	\$O	T503T-PTEXT	
4	200	Custom042	P	TEXT	0016		CTTYP	\$O	T547S-CTTXT	
4	210	Custom045	P	TEXT	0000		STAT2	\$O	T529U-STATN-TEXT1	
4	220	Custom046	P		0006	1	LAND1			
4	230	Custom047	P		0006	1	COUNC			
4	240	Custom048	P	TEXT	0001		WERKS	\$O	T500P-NAME1-PERSA	
4	250	Custom049	P		0105	0010	USRID_LONG	\$O		
4	260	Custom050	P		0105	0020	USRID_LONG	\$O	FORMAT_ TELNR_0105	
4	270	Custom051	P	TEXT	0001		SACHP	\$O	T526-SACHN-SACHX	
4	280	Custom052	P		1001	B008	BEGDA	\$O		

8.7 /EHR/UFL_B: Universal File Layout - Basic

As of version 11.8, a reduced variant of the UFL with the related predefined reports is available in OrgPublisher™. If you want to fill these reports with your SAP data, the new standard output format /EHR/UFL_B is available.

Level 1 – Organizational Units

The basic structure of the output format matches that of /EHR/MIN.

Lvl	TabPos	Output field name	O		IType	SType	Input field	Prefix	Name	User exit
			T	Function						
1	10	ParentBoxID	O	ID_UP						
1	20	BoxID	O	ID						
1	30	RecordType	O	CONSTANT					B	
1	40	BoxSequenceNumber	O	ID						
1	50	PositionID	O	OBJID						
1	60	BoxTitle	O		1000		STEXT	\$O		

Level 2 – Organizational Units and Positions

“Position type <ORG>” for organizational units without Chiefs is generated here. The last name is filled with a blank. This prevents position type “open position” from being displayed in OrgPublisher™.

Lvl	TabPos	Output field name	O T	Function	IType	SType	Input field	Prefix	Name	User exit
2	10		O	IF					HAS_MANAGER	
2	20		O	ELSE						
2	30	BoxID	O	ID				\$O		
2	40	RecordType	O	CONSTANT				\$O	<ORG>	
2	50	LastName	O	SPACE						
2	60		O	ENDIF						

Level 2 – Positions

Position types for Managers (M) and Employees (E) are now assigned. A new box is generated for each position.

Lvl	TabPos	Output field name	O T	Function	IType	SType	Input field	Prefix	Name	User exit
2	70		S	IF					IS_MANAGER_ORGUNIT	
2	80	RecordType	S	CONSTANT				\$O	M	
2	90		S	ELSE						
2	100	ParentBoxID	S	ID_UP				\$O		
2	110	BoxID	S	ID				\$O		
2	120	RecordType	S	CONSTANT				\$O	E	
2	130	BoxSequenceNumber	S	ID				\$O		
2	140		S	ENDIF						

Standard fields JobSequenceNumber, JobID, PositionID, and JobTitle are generated here for the position object.

Lvl	TabPos	Output field name	O T	Function	IType	SType	Input field	Prefix	Name	User exit
2	150	JobSequenceNumber	S	ID						
2	160	JobID	S		1000		STEXT	\$O		
2	170	PositionID	S	OBJID				\$\$		
2	180	JobTitle	S		1000		STEXT	\$O		

Level 4 – Person

Standard fields for persons:

Lvl	TabPos	Output field name	O T	Function	IType	SType	Input field	Prefix	Name	User exit
4	10	PositionSequenceNumber	P	ID						
4	20	ID	P	OBJID						
4	30	PositionID	P	OBJID				\$\$		
4	40	LastName	P		0002		NACHN	\$O		
4	50	FirstName	P		0002		VORNA	\$O		
4	60	MiddleName	P		0002		MIDNM	\$O		
4	70	Photo	P	OBJID				\$O		
4	80	Photo	P	CONSTANT				\$\$.jpg	

The following custom fields are generated for persons:

- Field 20 E-mail
- Field 21 Work telephone number (landline)
- Field 22 Work telephone number (cell)

Lvl	TabPos	Output field name	O T	Function	IType	S Type	Input field	Prefix	Name	User exit
4	140	Custom020	P		0105	0010	USRID_LONG			
4	150	Custom021	P		0105	0020	USRID_LONG	\$O	FORMAT_ TELNR_0105	
4	160	Custom022	P		0105	CELL	USRID_LONG	\$O		

9 Tips and Tricks

Starting the /EHR/ Transactions

As all transactions for “OrgPublisher SAP-Interface” are in the namespace /EHR/, you should always write **/n** before the transaction name when you enter the transaction code in the command field, for example, **/n/EHR/SOL71_IMG**. Otherwise the system issues the error message “Transaction HR/.... does not exist”.

One Output Format – Different Layouts

Further layouts with “A box for each position” or “A box with all employees for each organizational unit”: adapt the priorities in OrgPublisher™ under Edit/Define; 0 for managers, 1 for employees and all other subordinate position types.

Evaluation Path

The interface can use all objects that are determined by means of an evaluation path. If necessary, create your own evaluation path if you want to include further objects, such as qualifications (object type Q), tasks (object type T), or other PD objects in the chart.

Sequence/Sorting of Objects in the Org Chart

OrgPublisher™ offers three standard fields for sorting: BoxSequenceNumber for the organizational units, JobSequenceNumber for the position/job, and PositionSequenceNumber for the person, for example, **BoxSequenceNumber** is the sequential number of the box. If the field is not filled, boxes are arranged in the diagram alphabetically according to their BoxID as standard.

The “Wizard for Output Formats” uses these instructions as standard:

Output field name	OT	Function	IType	Sel.option	SType	Input field	Prefix	Name	User exit
BoxSequenceNumber	O	ID							
	S	IF						IS_MANAGER_ORGUNIT	
	S	ELSE							
BoxSequenceNumber	S	ID					\$O		
	S	ENDIF							
JobSequenceNumber	S	ID							
PositionSequenceNumber	P	ID							

As the interface assigns unique IDs dependent on the sequence of appearance of the objects in the evaluation path for the individual PD objects with these instructions, they are displayed properly in the organizational chart.

If you want to sort the sequence of the boxes or the sequence of persons or positions within a box according to other criteria, please check which options are available by filling the output fields BoxNumber, PositionNumber, and JobSequenceNumber with different values. Please also read the Online Documentation in OrgPublisher™.

Automatically Generated PhotoURL

To generate a PhotoURL in “PERNR.jpg” format automatically, proceed as follows: Assign the 8-character SAP internal personnel number to the “PhotoURL” field using the special function “OBJID”, and delete the leading zeros using the “without_leading_zeros” user exit. To add the “.jpg” ending, now also assign the character string “.jpg” to the field using the special function “CONSTANT”. This character string is linked directly to the existing entry by the prefix “\$\$”.

Output field name	OT	Function	IType	Sel.option	SType	Input field	Prefix	Name	User exit
PhotoURL	P	OBJID							without_leading_zeros
PhotoURL	P	CONSTANT					\$\$.jpg	

Note: We only recommend this procedure if the photos of all employees are actually available.

Parental Leave/Maternity Leave

If you want to display employees with a particular absence type in the chart or hide them completely, proceed as follows:

Example: Maternity leave, e.g. absence type 0600

So that all employees on “parental leave” can be formatted in the same way later in OrgPublisher™, the same position type must be assigned to these persons. In this example, all persons with absence type 0600 in the selected time period are assigned the position type “<PARENT>”. You can give this position type a meaningful name, such as “Parental leave”, later on in OrgPublisher™.

Output field name	OT	Function	IType	Sel.option	SType	Input field	Prefix	Name	User exit
	P	IF	2001		0600	AWART		0600	
RecordType	P	CONSTANT					\$O	<PARENT>	
	P	ENDIF							

Assign Position Types Dependent on the Job

Use special function “IF” if you want to assign a job (SAP object type “C”) to a particular position type.

Example:

Output field name	OT	Function	IType	Sel.option	SType	Input field	Prefix	Name	User exit
	C	IF	1000			SHORT		Secretary-D	
RecordType	C	CONSTANT					\$O	<SEK>	
	C	ENDIF							

Other tips and tricks are provided in the Workshop and Training Courses, which are also offered for the product.

10 Automated Chart Creation

To completely automate chart creation, proceed as follows:

Define one or more output formats.

Create variants for the **report /EHR/SOL71_ORGPUB**.

Define one or more JOBS (**transaction SM36**) to download data via the **report /EHR/SOL71_ORGPUB** with the respective variant.

If necessary, copy the output file using FTP (File Transfer) from the application server to your desktop or the server on which OrgPublisher™ is installed.

In OrgPublisher™, create a layout/design for your charts and define the publication path there (publish on WebServer/path/formatting, etc.).

On the server (on which OrgPublisher™ is installed), set up a planned task (MS Task Scheduler, DOS command AT or similar), which starts OrgPublisher™ at defined times with the corresponding ocb file. This automatic start of OrgPublisher automatically executes publication on the predefined web server directories.

Publish Charts


Please refer to the Online Documentation in [OrgPublisher™](#).

You set up variants as follows:

When you save the variant, activate the “Required field” field attribute for the “Object selection period from/to” and “Data selection period from/to” fields.

Select “Dynamic date calculation” and “Current date” for all these fields. Note: You must make the same entries for all these fields.

Variant Attributes

Copy Screen Assignment 

Variant Name:

Meaning:

☐ Only for background processing
☐ Protect variant
☐ Only display in catalog
☐ System variant (automatic transport)

Scrn Assignm.

Created	Selection Scrms
<input checked="" type="checkbox"/>	1000
<input checked="" type="checkbox"/>	0001
<input type="checkbox"/>	0002
<input type="checkbox"/>	0003

Technical name

Objects for selection screen

Sel...	Field name	Type	Prot...	Hide field	Hide ...	Save ...	Switch ...	Required field	Selection variable	O...	Name of Variable (Input Only Using F4)
1....	Report on Past	P	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
1....	Report on Current Year	P	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
1....	Report on Future	P	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
1....	Object selection period from	P	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	D		Current Date
1....	Object selection period to	P	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	D		Current Date
1....	Data selection period from	P	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	D		Current Date
1....	Data selection period to	P	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	D		Current Date
1....	PCHTIMFD	P	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

11 Appendix

11.1 Routines in Module Pool /EHR/SOL71_EXT_FORMS

Module pool /EHR/SOL71_EXT_FORMS contains user exits, programming examples, and “other routines”. You can use user exits directly and without modification in the output formats; programming examples serve as models for your own modifications, and the “other form routines” are called by other user exits.

11.1.1 User Exits

CALC_DATE

Calculation of a date difference in years: Current date - Date from parameter P_IN

Return value: Date difference in years.

Object type: All object types.

Example: Age

GBR_MIN	4	60	Custom020	P		0002		gbdat	\$0	calc_date
---------	---	----	-----------	---	--	------	--	-------	-----	-----------

DIV100

Input file P_IN is divided by 100.

Return value: P_IN / 100.

Object type: All object types.

Example: Degree of employment

GBR_MIN	4	60	Custom020	P		0008		bsgrd	\$0	div100
---------	---	----	-----------	---	--	------	--	-------	-----	--------

EDUCATION

Determination of the type and text of an object type's education. If several items of education are stored for an employee, you need to call this user exit multiple times.

Object type: Person

Return value: Type and text of education from the *Education* infotype (0023).

Example:

GBR_5031	4	90	Custom020	P	OBJID	...			\$0	education
GBR_5031	4	100	Custom021	P	OBJID	...			\$0	education
GBR_5031	4	110	Custom022	P	OBJID	...			\$0	education

ENTRY_DATE

The entry date is determined by function module HR_ENTRY_DATE. The ENTRY feature is evaluated here. The entry date is determined in accordance with the key date. If the key date is before the entry date, the last valid re-entry date is output.

Return value: Entry or re-entry date

Object type: Person.

Example: Entry date

GBR_MIN	4	60	Custom020	P	OBJID	...					\$0	entry_date
---------	---	----	-----------	---	-------	-----	--	--	--	--	-----	------------

FORMAT_PHONNR_USA

If infotype 0006 is used, conversion only takes place if LAND1 = 'US'. Otherwise, conversion always takes place.

Return value: Telephone number in the format (123) 555-1212

Object type: Person.

Example: Telephone number

GBR_MIN	4	60	Custom020	P	OBJID	...					\$0	format_phonnr_usa
---------	---	----	-----------	---	-------	-----	--	--	--	--	-----	-------------------

FORMAT_TELNR_0105

The telephone number from infotype 0105 is output.

Return value: Telephone number in the format Part 1 – Part 2

Object type: Person.

Example: Telephone number

GBR_MIN	4	60	Custom020	P		0105	0020	USRID_LONG	\$0	format_telnr_0105
---------	---	----	-----------	---	--	------	------	------------	-----	-------------------

GET_COUNT_RELAT

The user exit is obsolete; it was only used for indirect reporting. In the user exit, the sign of the link is switched: For example, parameter value AZ02 becomes BZ02. A search is then performed for this link. If this link occurs multiple times, an output field filter filters out the record with the relevant position.


Return value: Number of positions.

Object type: Position.

Example:

GBR_ZIZ2	2	800	CF_RELAT	S	STRUC	...			VRSIGN	\$0	
GBR_ZIZ2	2	801	CF_RELAT	S	STRUC	...			VRELAT	\$\$	
GBR_ZIZ2	2	900	CF_RELAT	S	IF	...					BZ02
GBR_ZIZ2	2	911	ParentBoxID	S		1001	AZ02	SOBID	\$0	parentboxid_indirect	
GBR_ZIZ2	2	920	BoxID	S	CONSTANT	...			\$\$	BZ02	
GBR_ZIZ2	2	921	BoxID	S		1001	AZ02	SOBID	\$\$	parentboxid_indirect	
GBR_ZIZ2	2	925	RecordType	S	CONSTANT	...			\$0	IE	
GBR_ZIZ2	2	927	Count	S		1001	AZ02	SOBID	\$0	get_count_rel	
GBR_ZIZ2	2	930		S	ENDIF	...					

Output field filter:

Output field filter							
Output form ...	Output field name	TabPos	SIGN	Option	From	to	Wizard
GBR_Z1Z2	Count	1	Exclude speci	Between: Range of values	2	9999999	

GET_EFFECTIVE_DATE

Determination of the evaluation effective date (key date) used to load the data from the SAP system (*Today* field).


Return value: Key date

Object type: All object types

In the standard system, the key date is returned in format YYYYMMDD (internal format). If necessary, you can store a different date format in parameter 1. You can store the following values here:

- DD/MM/YY
- MM/DD/YY
- DD/MM/YYYY
- MM/DD/YYYY
- DD.MM.YYYY
- YYYY/MM/DD
- YYYY.MM.DD
- DDMMYY
- MMDDYY
- YYMMDD
- MM.YYYY
- MM/YYYY

Example:

Output definitions													
Format	Level	T.	Output field name	O.	Function	IType	S..	Source ...	P..	Name of User Exit	M.	W	Parameter 1
SST_MIN	1	5	Custom020	0	OBJID ...				\$0	get_effective_date			MM.YYYY

We recommend that you call the user exit at level 1 in the output definitions.

GET_LEAVE

Determination of the leave entitlement from infotype 2006. Quota 10 and the quotas from parameters 1 and 2 are taken into consideration.

Return value: Leave entitlement in days with decimal places.

Object type: Person.

Example:

GBR_MIN	4	60	Custom020	P	OBJID	...			\$0	get_leave			11	09
---------	---	----	-----------	---	-------	-----	--	--	-----	-----------	--	--	----	----

GET_MONITORING_OF_DATES

Date monitoring – The date of the last record of the subtype for IT 0019, which is specified in the output formats, is displayed.

Return value: Date

Object type: Person.

Example:

GBR_ZIZ3	4	60	Custom020	P	OBJID	...	0019	02	TERMN	\$0	get_monitoring_of_dates
GBR_ZIZ3	4	70	Custom021	P	OBJID	...	0019	05	TERMN	\$0	get_monitoring_of_dates
GBR_ZIZ3	4	80	Custom022	P	OBJID	...	0019	01	TERMN	\$0	get_monitoring_of_dates

GET_PICTURE

The user exit collects photos from SAP ArchiveLink and saves them locally. The folder is entered in a dialog box and must exist. If you do not enter a folder, no photos are saved. If photos already exist in the folder, these are not taken from SAP again. The name of the photo is created from the personnel number and extension. Batch operation is not possible for the user exit.

Return value: Photo, is saved locally.

Object type: Person.

Example:

GBR_FOTO	4	55	Custom020		OBJID	...				\$0	get_picture
----------	---	----	-----------	--	-------	-----	--	--	--	-----	-------------

GET_PICTURE_URL

The user exit works in a similar way to the GET_PICTURE user exit. However, it fetches the URL of the photo from the archive instead of fetching the photo from the SAP Archive.

The URL can be up to 4096 characters long. In parameter 1, you can specify which characters are to be output:

- Parameter 1
- 1 = characters 1 to 1000
 - 2 = characters 1001 to 2000
 - 3 = characters 2001 to 3000
 - 4 = characters 3001 to 4000
 - 5 = characters 4001 to 4096

Unlike the GET_PICTURE user exit, the GET_PICTURE_URL user exit can also run in the background.

Return value: URL of the photo

Object type: Person

Example:

GBR_FOTO	4	55	Custom020	P	OBJID	...				\$0	get_picture_url	1
----------	---	----	-----------	---	-------	-----	--	--	--	-----	-----------------	---

GET_QUALIFICATION

The qualification and value are determined with function module RH_GET_QUALIFICATION. Customer fields must be provided in accordance with the number of possible qualifications.

Return value: Name of the qualification and its value

Object type: Person

Example:

GBR_QUALI	4	65	quali1	P	OBJID	...				\$0	get_qualification
GBR_QUALI	4	66	quali2	P	OBJID	...				\$0	get_qualification
GBR_QUALI	4	67	quali3	P	OBJID	...				\$0	get_qualification

GET_VAC_CURRENT

Determination of the current remaining leave via quota 10 and the quotas of parameters 1 and 2.

Return value: Number of days with decimal places

Object type: Person.

Example:

GBR_MIN	4	60	Custom020	P	OBJID	...				\$0	get_vac_current
---------	---	----	-----------	---	-------	-----	--	--	--	-----	-----------------

GET_WORKTIME_PERCENT

Determination of the percentage of working time from infotype 1011 calculated from the full working time

in accordance with Customizing.

Return value: Percentage with decimal places

Object type: Position.

Example:

Output for...	Level	Tab...	Output field name	O..	Function	IType	Sel.op...	Subtype	Input field name	Prefix	User Exit
GBR_PRZT	2	180	worktime	S	OBJID OBJID...						get_worktime_percent

HAS_MANAGER

Determination of the manager of an organizational unit using the B012 link. If the current object does not have an organizational unit, the system searches for the next-highest.

The user exit is used in the standard output formats /EHR/MIN and /EHR/MAX, among other things.

Return value: X, if a manager exists.

Object type: All.

Example:

GBR_MIN	2	10		0	IF	...					HAS_MANAGER
GBR_MIN	2	20		0	ELSE	...					

ID_FROM_ORGUNIT

Determination of the internal ID of organizational units for forwarding to a position.

Used for evaluation paths with B012 between O and S (Chief position) and B002 between S (Chief position) and "normal" S.

Return value: Internal ID of the organizational unit

Object type: Organizational unit, position

Example:

GBR_MIN	2	210	Custom021	S	OBJID	...					\$0	id_from_orgunit
---------	---	-----	-----------	---	-------	-----	--	--	--	--	-----	-----------------

IS_MANAGER_ORGUNIT

A check is carried out to determine whether this position has an A012 link to the current organizational unit, in other words, the organizational unit is the preceding object in the evaluation path.

If the position is selected by the evaluation path more than once for the same organizational unit (via B012 and B003 in the evaluation path), it is only selected once. The user exit is used in the standard output formats /EHR/MIN and /EHR/MAX, among other things.

Return value: Flag for deleting the position

Object type: Position

Example:

GBR_MIN	2	70		S	IF	...						IS_MANAGER_ORGUNIT
---------	---	----	--	---	----	-----	--	--	--	--	--	--------------------

KOSTL_TEXT

Return value: Cost center text.

Object type: Organizational unit, position, job

Example:

/EHR/MAX	2	220	Custom029	S	OBJID						\$0	KOSTL_TEXT
----------	---	-----	-----------	---	-------	--	--	--	--	--	-----	------------

LEAVING_DATE

Determination of the leaving date via function module HR_LEAVING_DATE. The characteristic LEAVE is used here.

Return value: Leaving date

Object type: Person

Example:

GBR_MIN	4	60	Custom020	P	OBJID						\$0	leaving_date
---------	---	----	-----------	---	-------	--	--	--	--	--	-----	--------------

GET_MANAGER

Determination of the manager.

Parameter 1 = blank or Parameter 1 = name → The name of the manager is transferred.

Parameter 1 = pernr → The manager's personnel number is transferred.

Object type: Person

Example:

GBR_MIN	4	60	Custom020	P	OBJID	...					\$0	get_manager
GBR_MIN	4	70	Custom021	P	OBJID	...					\$0	get_manager

MANAGER_SUBSTITUTE

Determination of the manager's substitute via the *Organizational Assignment* infotype (0001). The user exit determines the employee's position and organizational unit using infotype 0001. It then searches for the substitute position for the related Chief position via the Substitute link (parameter 1, in the SAP standard system, link 210), and for the owner of this substitute position via link 008.

Return value: First and last name of substitute

Object type: Person

Example:

GBR_MIN	4	60	Custom020	P	OBJID	...					\$0	manager_substitute
---------	---	----	-----------	---	-------	-----	--	--	--	--	-----	--------------------

See also user exit MANAGER_SUB_NEW.

MANAGER_SUB_NEW

Determination of the substitute of a person's manager via the evaluation path specified in the *OrgPublisher SAP Interface* program. In contrast to user exit MANAGER_SUBSTITUTE, you can use this user exit to determine the substitute of the manager of all positions to which an employee is assigned.

You search for the substitute position of the Chief position found via the Substitute link (parameter 1) as follows:

- If you maintain the link in parameter 1 between positions (S - S), enter S in parameter 2. The user exit determines the substitute via the owner of the substitute position (link 008 in the standard system).
- If you maintain the link in parameter 1 between position and person (S - P), enter P in parameter 2. The user exit determines the substitute person directly via the Substitute link to the person.

The user exit searches the evaluation path until it finds the first substitute of a manager.

Return value: First and last name of substitute

Object type: Person

Example:

GBR_MIN	4	70	Custom020	P	OBJI...	▼	▼			\$0	manager_sub_new	▼	210	S
---------	---	----	-----------	---	---------	---	---	--	--	-----	-----------------	---	-----	---

See also user exit MANAGER_SUBSTITUTE.

NAME_RESIDENT_ORGUNIT

Determination of the data of the organizational unit to which a position is assigned (link 003). You can use this user exit in particular in the case of indirect position types (dotted lines) whose position has other reporting lines/links to positions or organizational units to display information of the directly assigned organizational unit.

Return value: Field from infotype 1000 of the organizational unit to which the position is connected via the 003 link

Object type: Position

In parameter 1, enter the number of the link that represents your second reporting line/dotted line (for example, 005).

In parameter 2, specify the technical field name that you want to read from infotype 1000 of the organizational unit.

If parameter 2 remains blank, the name of the organizational unit (STEXT) is determined by default.

Example:

Level	Tab...	Output field name	C	Function	IT...	Se...	S...	Source Field ...	Prefix	Name of User Exit	M.	Wiz...	Parameter 1
2	220	RecordType	S	IF ...						IE			
2	230	BoxTitle	S	OBJID ...					\$0	name_resident_orgunit			005
2	240		S	ENDIF ...									

PARENTBOXID_FROM_SUPERVISOR

Obsolete. Determination of ParentboxID of Supervisor via the A002 link.

The output field is deleted if a supervisor does not exist or the supervisor is chief (B012 link). Was used for indirect reporting.

Return value: ParentboxID of the supervisor

Object type: Position

PARENTBOXID_INDIRECT

Obsolete: Determination of the ParentboxID from an indirect report – relationship based on assumption that BoxID and ParentboxID consist of object type and object ID.

Return value: ParentboxID

Object type: Position

PARENTBOXID_POSITION

Obsolete. A check is performed to determine whether the preceding object is a Chief position. If so, the BoxID is the ID of the organizational unit. If not, no value is returned.

Return value: ID of the organizational unit

Object type: Position

PREV_EMPL

Determination of previous employers.

Return value: Employee from infotype *Other/Previous Employers* (0023)

Object type: Person

If you want to output several employers, you must call the user exit multiple times.

Example:

GBR_5031	4	120	Custom023	P	OBJID	...				\$0	prev_empl
GBR_5031	4	130	Custom024	P	OBJID	...				\$0	prev_empl
GBR_5031	4	140	Custom025	P	OBJID	...				\$0	prev_empl

READ_DOMVALUE

Depending on the infotype, field name, language code and text value for data element and domain, the routine determines the fixed value text of the domain.

Return value: Text in accordance with the value of the transferred field.

Object type: All object types.

Example: Gender

GBR_MIN	4	60	Custom020	P		0002		GESCH	\$0	read_domvalue
---------	---	----	-----------	---	--	------	--	-------	-----	---------------

READ_IT41_DATE

Determination of the date of the respective date type (for example: 07 – First working day, etc.). The date is read from the *Date Specifications* (0041) infotype using parameter 1.

If parameter 2 is also provided, the number of years, months, weeks, or days that have passed since the date are calculated instead of the date.

Parameter 1 Date type (for example: 01, 07, Z0, etc.)

Parameter 2 Y = Number of years since the date specified in the date type

M = Number of months since the date specified in the date type

W = Number of weeks since the date specified in the date type

D = Number of days since the date specified in the date type

Return value: Date of the date type / number of years/months/weeks/days since the date of the date type

Object type: Person

Example:

GBR_MIN	4	55	Custom020	P	OBJID	...		\$0	read_it41_date	01	M
---------	---	----	-----------	---	-------	-----	--	-----	----------------	----	---

REJECT_PERSK

Employees with a particular employee subgroup are to be ignored.

In this case, this is employee subgroup DN.

Return value: No value

Object type: Person

Example:

GBR_MIN	4	80	Custom021	P		0001		PERSK	\$0	reject_persk
---------	---	----	-----------	---	--	------	--	-------	-----	--------------

SELECT

Read and output a character string at a particular position in a field. You can use this user exit to separate information from the character string and output it, for example in the case of object numbers that are made up of different pieces of information (for example, social security number).

To do this, enter the position from which information is to be selected in parameter 1. If you enter a positive number, the system determines the position starting from the first character of the string; if you enter a negative number, the system determines the position starting from the last character. Specify the number of characters to be read in parameter 2.

Return value: Selected field content.

Object type: All object types.

Example:

FRR_TESTS	4	140	Custom027	P		0001		WERKS	\$0	select	2	2
-----------	---	-----	-----------	---	--	------	--	-------	-----	--------	---	---

See also user exit TRIM, which you can use to trim characters.

SELECT_MANAGER

The user exit determines the manager that differs from the form routine is_manager. It is used for customer-specific evaluation paths in which the position is read first via the A012 link (the usual case is A003).

Return value: Object ID of the manager.

Object type: Organizational unit, position, job, person.

SORT_NUMBER

A sequential number is generated for each object for which this user exit is called.

Return value: Sequential number

Object type: All object types.

Example:

GBR_MIN	2	180	Custom020	S	OBJID				\$0	sort_number
---------	---	-----	-----------	---	-------	--	--	--	-----	-------------

TRIM

The P_IN field transferred to the user exit is trimmed on the left or right in accordance with parameter 1.

Requirements:

Parameter 1 must contain left or right.

Parameter 2 contains the number of characters to be trimmed.

Return value: Shortened field P_IN.

Object type: All object types.

Example:

GBR_MIN	4	60	Custom020	P	OBJID...	0002		uname	\$0	trim			left	2
---------	---	----	-----------	---	----------	------	--	-------	-----	------	--	--	------	---

See also user exit SELECT, which you can use to select characters based on their position.

WITHOUT_LEADING_ZEROS

Conversion of the input field through omission of leading zeros.

Return value: Input field without leading zeros

Object type: All object types.

Example: Personnel number

GBR_MIN	4	60	Custom020	P	OBJID	...	0002		PERNR	\$0	without_leading_zeros
---------	---	----	-----------	---	-------	-----	------	--	-------	-----	-----------------------

WRITE

Return value: Field P_IN is formatted in accordance with the PC settings (e.g. decimal point or decimal comma)

Object type: All object types.

Example: Degree of employment

GBR_MIN	4	60	Custom020	P	STRUC	...			VPROZT	\$0	write
---------	---	----	-----------	---	-------	-----	--	--	--------	-----	-------

WRITE_DATE

Return value: If field P_IN contains a date, it is returned in the date format DD/MM/YYYY.

Object type: All object types.

Example:

GBR_MIN	4	60	Custom020	P		0001		BEGDA	\$0	write_date
---------	---	----	-----------	---	--	------	--	-------	-----	------------

SUBSTRING

The user exit searches P_IN for the string specified in parameter 1. The search is not case-sensitive.

Return value: X, string found; blank, string not found

Object type: All object types.

Example:

GBR_MIN	4	60	Custom020	P		0002		UNAME	\$0	substring		gbr
---------	---	----	-----------	---	--	------	--	-------	-----	-----------	--	-----

11.1.2 Programming examples

EXAMPLE_IMPORT_MEMORY

This form routine shows how additional data can be provided from the memory. The routine is not used in the output format.

EXAMPLE_READ_INFITY

Example of reading an infotype with function module /EHR/SOL71_EXTF_READ_INFITY. Every infotype can be read. If the infotype is used in the output format, it is read from the buffer, otherwise it is read from the database with function module RH_PM_READ_INFITY.

REJECT_ORGUNIT

The user exit causes organizational units and all dependent objects to be skipped. If infotype 1000 is used in the output format, the infotype can be read from the memory. The user exit must be modified.

Object type: Organizational unit

Example:

GBR_MIN	1	3	Custom020	0		1000		SHORT	\$0	reject_orgunit
---------	---	---	-----------	---	--	------	--	-------	-----	----------------

GET_INFITY_DATA

Example of reading the entire current infotype.

GET_VALUE

Example of reading values for higher-level object types that were already determined in a preceding output format statement.

11.1.3 Other Form Routines

GET_KOSTL

This form routine is called by user exit KOSTL_TEXT. It determines the cost center using SAP function module RH_COSTCENTER_OF_OBJECT_GET.

IS_MANAGER

A check is carried out to determine whether the position has an A012 link to an organizational unit and the result is returned to the calling user exit. The routine is used by user exits HAS_MANAGER, PARENTBOXID_FROM_SUPERVISOR, PARENTBOXID_INDIRECT, and PARENTBOXID_POSITION.

11.2 Basic Structure for the Layout of the Boxes

These output instructions are created as standard by the Wizard for Output Formats:

Level	TabPo	Ausgabefeldname	OT	Funktion	Infy	Sel	ST	Quellfeld	Präfix	Name	Userexit
1	0010	ParentBoxID	O	ID_UP							
1	0020	BoxID	O	ID							
1	0030	RecordType	O	CONSTANT						B	
1	0040	BoxSequenceNumber	O	ID							
2	0010		O	IF						HAS_MANAGER	
2	0020		O	ELSE							
2	0030	BoxID	O	ID				\$O			
2	0040	RecordType	O	CONSTANT				\$O		<ORG>	
2	0050	LastName	O	SPACE							
2	0060		O	ENDIF							
2	0070		S	IF						IS_MANAGER_ORGUNIT	
2	0080	RecordType	S	CONSTANT				\$O		M	
2	0090		S	ELSE							
2	0100	ParentBoxID	S	ID_UP				\$O			
2	0110	BoxID	S	ID				\$O			
2	0120	RecordType	S	CONSTANT				\$O		E	
2	0130	BoxSequenceNumber	S	ID				\$O			
2	0140		S	ENDIF							
2	0150	JobSequenceNumber	S	ID							
2	0160	JobID	S		1000		STEXT	\$O			
4	0010	PositionSequenceNumber	P	ID							
4	0020	ID	P	OBJID							