In the HRM environment, particularly in time evaluation and payroll accounting, essential and sensitive controls can be found in Customizing.

Changes to these settings might involve far-reaching consequences, which can only be retraced inadequately in standard SAP systems. This is where the FIS/hrd® SRA product (Scheme and Rule Analyzer) takes effect.

"The last time, everything still worked properly." Does that sound familiar to you? Does your system select different accounts all of a sudden when postings are to be made? Are messages to the social insurance agencies created differently? Does payroll accounting provide different results, although nothing has changed about the HR master record? If so, you have to realize that something has changed about your system behavior, i.e. about Customizing.

This awareness is important, but it is even more important to find the cause of the problem.

FIS/hrd® SRA offers permanent support to you in this matter. The transparency of system changes is an essential aspect here, but it is not a question of just finding specific changes in specific tables. The point is to analyze changes in an existing context and to be able to retrace them or—even better—to make audit-proof developments of this kind right from the beginning.

Your benefits

- Reduction of default risk
- Error avoidance and substantial support in troubleshooting
- Verification: “What employee has made specific changes at what time?”
  - Revision
- Improved availability of consultant knowledge for internal colleagues
  - obligation to provide documentation
- Verification of the payroll process in the past
- Clearly arranged development environment provides all required results and guides you through all steps that have to be taken
Functionality of the FIS/hrd® SRA

The FIS/hrd® SRA provides the required transparency by making any change reason comprehensible in the respective objects and by enabling the automatic and manual creation of audit-proof object versions. In the event of problems, qualified deltas can be quickly determined in the examination objects (and therefore in each subobject), even across different systems. Due to the note history, the reasons that have initiated these changes can be retraced for each object. All these functions are safeguarded and can be executed within the SAP system by each employee provided with the respective authorization.

It goes without saying that a context or an examination object can have different reasons for versioning in different systems – as you can see in payroll accounting for instance. In development systems, development cycles can be specifically documented and recorded, while the same object in the live system mirrors the valid Customizing statuses of the respective live payrolls in its versions and is therefore important for internal and external audits.

Conclusion

For SAP HCM users, FIS/hrd® SRA is an essential tool to make the SAP Core area even safer. In addition to the compliance with formalities (audit-proof development), the safeguarding of the functionality (safe version levels) in particular plays an essential role here. The information directly stored in the object makes developments more transparent and the cost efficiency is improved – amongst others – by the fact that adjustments can be integrated faster and more reliably due to legislative changes.

Practical examples

Explanation of differences in a recalculation, although no changes have been made to the HR master record:
- Have the differences been caused by the payroll control, e.g. by a rule?
- Why has the rule been changed/What status did the rule have before?
- Have the differences been caused by changes in the wage type table?
- Why has the wage type been changed/What status did the wage type have before?

Causal research in the payroll results:
- Are there any differences between the version of the previous month and the current version?
- What objects have been transported since the last payroll?
- Have objects been transported that are also contained in open transport requests?