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TE Connectivity rolls out SAP HR in Over 60 Countries with Winshuttle

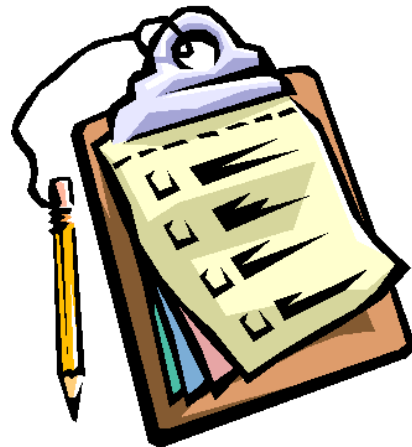
Tammy Nugent | TE Connectivity

A stylized illustration of a tropical landscape. In the foreground, there are several palm trees of varying heights and orientations, some leaning. They are set against a light blue background. The trees are rendered in shades of blue and green. The overall style is clean and modern.

WINSHUTTLE
USER
GROUP
SAN DIEGO | 2013

Agenda

- Landscape at TE Connectivity
- Winshuttle Evolution at TE Connectivity
- Winshuttle Deployment – Details/Best Practices
- Winshuttle Lessons Learned at TE Connectivity
- Winshuttle Savings at TE Connectivity



Landscape at TE Connectivity



Landscape at TE Connectivity

- 13 billion in sales in 2012
- 90,000+ employees
- 60+ countries
- Operate in four different Business Segments: Network, Transportation, Industrial, and Consumer
- SAP HR End Goal – implement SAP HR across all 60+ countries.
- Currently, implemented in 35 countries – largest countries first.
- Currently, 95% of employee population on SAP HR.
- IT team creates/maintains Winshuttle scripts.
- Countries Run the Transaction to mass update SAP HR.



Winshuttle Evolution at TE Connectivity



Winshuttle Evolution at TE Connectivity

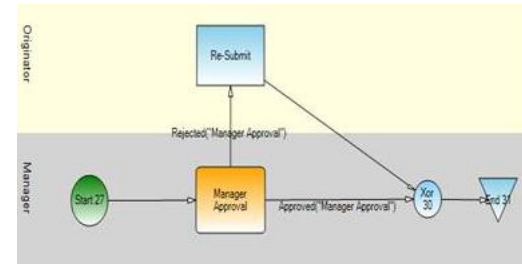
Yesterday



Today



Tomorrow



- ✓ Provides data maintenance capabilities – mass adds & changes
- ✓ Winshuttle Client installation
 - ✓ Named license users
 - ✓ Client usage reporting
 - ✓ SAP security & error messaging
- ✓ Control of script (spreadsheet) creation by TEIS
- ✓ Enable HRIS and Countries to perform updates
 - China processing 10,000 transactions a month

- ✓ Winshuttle Centralized installation
 - Centralized licenses
 - Secure environment
 - Script & template library
 - Version control
 - Consistent processes
 - Reusable OM scripts
 - Simple workflow (approve)
 - Global usage reporting & stats
 - MS Office & SharePoint integration
 - SAP security & error messaging
- ✓ Enable HRIS and Countries to perform updates
 - Rollout to Amer, APAC & EMEA

- ✓ Employee initiated forms
- ✓ Enable Employee and Manager Self Service
- ✓ Complex Workflow
- ✓ Automated SAP updates
- ✓ HR Portal



Winshuttle Deployment – Details/Best Practices



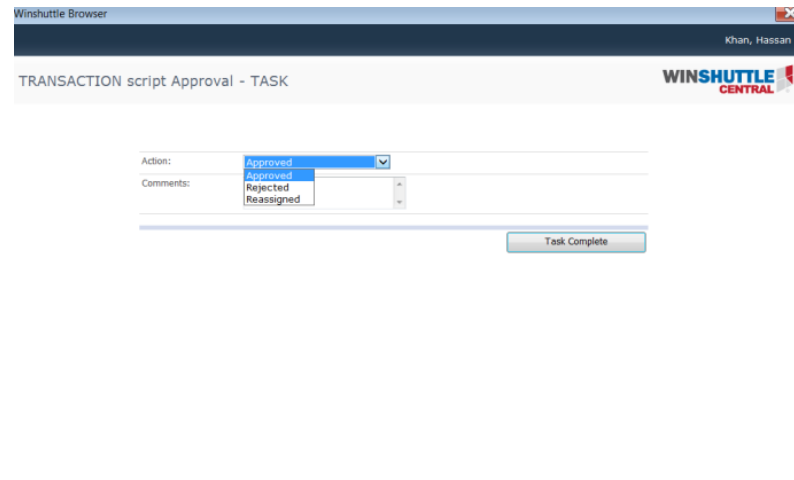
Winshuttle Deployment – Details/Best Practices

- Winshuttle Made Easy
- Visibility and Compliance
- Best Practices
 - Winshuttle Central setup
 - Data template Setup
 - Script Development & Testing
- Linked scripts
- Conditional logic



Winshuttle Deployment - Winshuttle Made Easy

- Winshuttle HR Landscape makes change simple and efficient.
- Unlike SAP, Winshuttle does not require Transports.
- Approval is needed from a reviewer before running the script on the production server.
- Ability to handle Approval/Rejection/Reassignment of the scripts using Email Or Winshuttle Central SharePoint



Winshuttle Deployment - Visibility and Compliance

Audit & Logging Features:

- Detailed Audit Reports
- Easy to generate Audit Reports

Audit & Reports

- Audit Configuration
- SharePoint Audit Report
- Active Users
- CLIENT Log Viewer
- Web Services Log Viewer
- CENTRAL Roles by Users
- CENTRAL Administration Audit

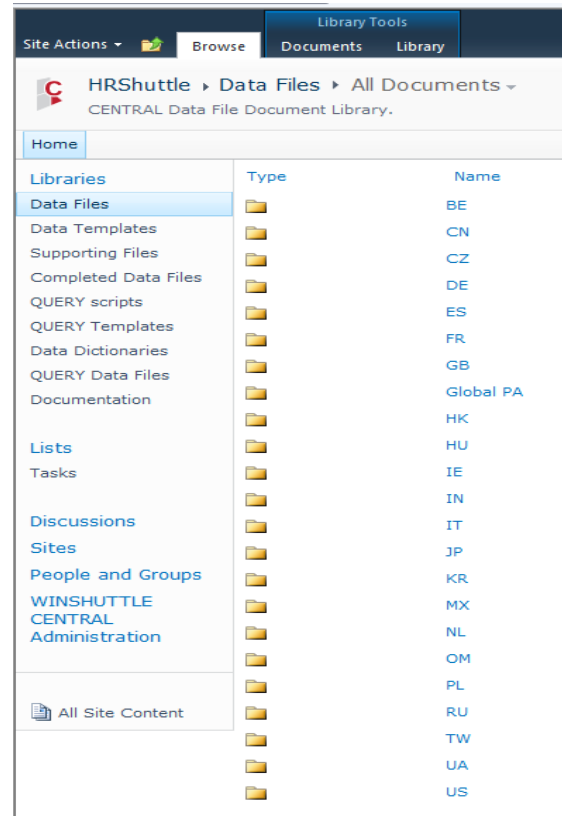
Details	
Winshuttle User Name:	TYCOELECTRONICS\us0TB992
SAP System Name:	HRP
SAP User Name:	us0tb992
SAP Client:	750
Transaction Code:	PA40
TRANSACTION script Title:	C:\Users\us0TB992\Documents\Winshuttle\TRANSACTION\TRANSACTION scripts\GB Scripts\PA40_ZZ_GB.TxR
Data File:	C:\TE Connectivity\UK DEUTSCH DATA\HRP LOAD\PA40_ZZ_GB.xls
Reason For Run:	GB Conversion Script
Reason For Run Fail:	
Recording Mode:	Non-batch without controls
Upload Details	
Upload Date:	7/30/2013
Upload Time:	10:45:22 AM
Records Uploaded:	238
Run Errors:	0
Run Time:	00:09:49
ROI Details	
Manual Upload Time:	00:03:17
Winshuttle Upload Time:	00:00:02
Time Saved:	00:03:15
Total Time Saved:	12:53:30

RANSACION Log Details

Winshuttle User Name	SAP System Name	SAP User Name	SAP Client	SAP Transaction Code	TRANSACTION script Title	Data File	Reason For Run	View Details
TYCOELECTRONICS\us0TB992	HRP	us0tb992	750	PA40	C:\Users\us0TB992\Documents\Winshuttle\TRANSACTION\TRANSACTION scripts\GB Scripts\PA40_ZZ_GB.TxR	C:\TE Connectivity\UK DEUTSCH DATA\HRP LOAD\PA40_ZZ_GB.xls	GB Conversion Script	View Details
TYCOELECTRONICS\us0TB992	HRP	us0tb992	750	PA40	C:\Users\us0TB992\Documents\Winshuttle\TRANSACTION\TRANSACTION scripts\GB Scripts\PA40_ZZ_GB.TxR	C:\TE Connectivity\UK DEUTSCH DATA\HRP LOAD\PA40_ZZ_GB.xls	GB Conversion Script	View Details
TYCOELECTRONICS\us0TB992	HRP	us0tb992	750	PA40	C:\Users\us0TB992\Documents\Winshuttle\TRANSACTION\TRANSACTION scripts\GB Scripts\PA40_ZZ_GB.TxR	C:\TE Connectivity\UK DEUTSCH DATA\HRP LOAD\PA40_ZZ_GB.xls	GB Conversion Script	View Details
TYCOELECTRONICS\TE161320	HRP	te161320	750	PO13	https://hrshuttle-prd.tycoelectronics.com/sites/admin/ShuttleFiles/OM/PO13_S_M_A002ChgSuper.TxR	C:\Documents and Settings\te161320\Desktop\July-2013\PO13_S_M_A002ChgSuper.xls	Creating A002 Relationship	View Details
TYCOELECTRONICS\TE161320	HRP	te161320	750	PO13	https://hrshuttle-prd.tycoelectronics.com/sites/admin/ShuttleFiles/OM/PO13_S_M_A002ChgSuper.TxR	C:\Documents and Settings\te161320\Desktop\July-2013\29-Jul\PO13_S_M_A002ChgSuper.xls	Creating A002 Relationship	View Details
TYCOELECTRONICS\vmx77715	HRP	vmx98264	750	PA30	https://hrshuttle-prd.tycoelectronics.com/sites/admin/ShuttleFiles/MX/C_IT9032_AddlAttr.TxR	Z:\TE Connectivity\RAYCHEM\2013\semana 30\altas\26 j\ C_IT9032_AddlAttr_prd_sem 30 2013 RAY.xls	PA30_MX_IT9032	View Details
TYCOELECTRONICS\vmx77715	HRP	vmx98264	750	PA30	https://hrshuttle-prd.tycoelectronics.com/sites/admin/ShuttleFiles/MX/C_IT0185_PersId.TxR	Z:\TE Connectivity\RAYCHEM\2013\semana 30\altas\26 j\ C_IT0185_PersId_prd_sem 30 2013 RAY.xls	C_IT0185_PersId	View Details



Folder Setup – By Country



The screenshot shows the SAP Winshuttle Central interface. The breadcrumb path is HRS Shuttle > Data Files > All Documents. Below the breadcrumb, there is a table listing folders organized by country. The table has three columns: Libraries, Type, and Name.

Libraries	Type	Name
Data Files	Folder	BE
Data Templates	Folder	CN
Supporting Files	Folder	CZ
Completed Data Files	Folder	DE
QUERY scripts	Folder	ES
QUERY Templates	Folder	FR
Data Dictionaries	Folder	GB
QUERY Data Files	Folder	Global PA
Documentation	Folder	HK
Lists	Folder	HU
Tasks	Folder	IE
	Folder	IN
Discussions	Folder	IT
Sites	Folder	JP
People and Groups	Folder	KR
WINSHUTTLE	Folder	MX
CENTRAL	Folder	NL
Administration	Folder	OM
	Folder	PL
All Site Content	Folder	RU
	Folder	TW
	Folder	UA
	Folder	US



Global OM & PA scripts

HRShuttle > Data Files > OM > All Documents >
CENTRAL Data File Document Library.

Home

Libraries	Type	Name
Data Files		PO13_C_M_HR_BUSINESS_PARTNER
Data Templates		PO13_S_M_A002ChgSuper
Supporting Files		PO13_S_M_A003Relation
Completed Data Files		PO13_S_M_Delimit
QUERY scripts		PO13_S_M_EmpGrpAndESG
QUERY Templates		PO13_S_M_IT9994
Data Dictionaries		PO13_S_M_ObjectDesc
QUERY Data Files		PO13_S_M_PersAreaAndSub
Documentation		PP01_O_M_Delimit
Lists		PP01_S_M_A011CostCenter
Tasks		PP03_O_C_CreateOrgUnit
		PP03_S_C_CreatePosition

HRShuttle > Data Files > Global PA > All Documents >
CENTRAL Data File Document Library.

Home

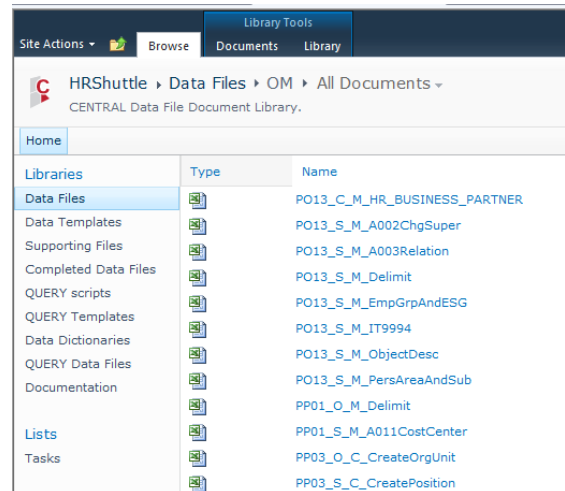
Libraries	Type	Name
Data Files		C_IT0041_DateSpec
Data Templates		C_IT0105_Comm
Supporting Files		C_IT9005_Supervisor
Completed Data Files		TB_Action
QUERY scripts		
QUERY Templates		
Data Dictionaries		
QUERY Data Files		
Documentation		

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Naming Convention

- PA Actions:
 - (2 Char Action)_(2 Char Reason)_(Desc)_(Country Code)
- OM Actions:
 - (4 Char Action)_(1 Char Obj)_(1 Char Reason)_(Desc)
- PA 30 Maintain Data:
 - (1 char Reason)_(Infotype)_(Desc)_(Country Code)

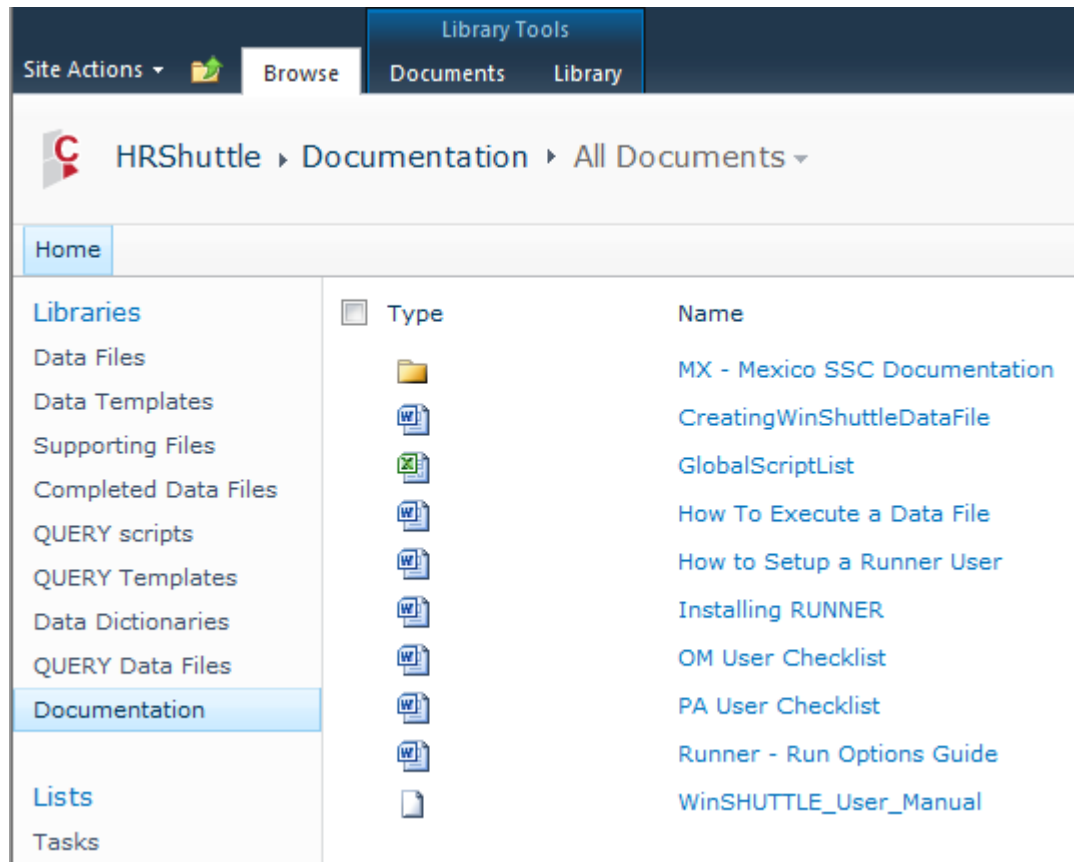


The screenshot shows the 'Library Tools' interface in Winshuttle Central. The breadcrumb path is 'HRShuttle > Data Files > OM > All Documents'. Below the breadcrumb is a table listing various data files and their names.











Libraries	Type	Name
Data Files	[Icon]	PO13_C_M_HR_BUSINESS_PARTNER
Data Templates	[Icon]	PO13_S_M_A002ChgSuper
Supporting Files	[Icon]	PO13_S_M_A003Relation
Completed Data Files	[Icon]	PO13_S_M_Delimit
QUERY scripts	[Icon]	PO13_S_M_EmpGrpAndESG
QUERY Templates	[Icon]	PO13_S_M_IT9994
Data Dictionaries	[Icon]	PO13_S_M_ObjectDesc
QUERY Data Files	[Icon]	PO13_S_M_PersAreaAndSub
Documentation	[Icon]	PP01_O_M_Delimit
Lists	[Icon]	PP01_S_M_A011CostCenter
Tasks	[Icon]	PP03_O_C_CreateOrgUnit
	[Icon]	PP03_S_C_CreatePosition



Documentation



The screenshot shows the Winshuttle Central Library Tools interface. The breadcrumb path is HRShuttle > Documentation > All Documents. The left sidebar has a 'Documentation' link highlighted. The main area displays a table of documentation files.

<input type="checkbox"/>	Type	Name
		MX - Mexico SSC Documentation
		CreatingWinShuttleDataFile
		GlobalScriptList
		How To Execute a Data File
		How to Setup a Runner User
		Installing RUNNER
		OM User Checklist
		PA User Checklist
		Runner - Run Options Guide
		WinSHUTTLE_User_Manual



Headers & Notes

- Add layman terms to the headers.
- Mark each column as mandatory or optional.
- Maintenance Caution – You may need to reapply when updating the script.

	A	B	C	D	E	F	G	H	I	J	K	L	M
1					IE) Please insert a " \ " in order to skip this field in the template and leave the existing data in SAP.								
	Start Date PPHDR-BEGDA	Object Abbreviation P1000-SHORT	Object Name P1000-STEXT	ID of Related Object P1001-SOBID	ID of Related Object P1001-SOBID	Log Winshuttle TRANSACTION 10.1 HRC-750, fg098235 Mode: Non-Batch without Controls 12/22/2011 3:43:47 PM PP03-create-org.TxR	Search Term PM001-SEARK						
2	(MANDATORY)	(MANDATORY)	(MANDATORY)	(MANDATORY)	(MANDATORY)								
3	12/22/2011	WINORG3	WINORG3	50157583	570480	Infotype sequence updated in database	50161591						
4													
5													
6													
7													
8													
9													
10													

Insert this row above the field row that is created during the winshuttle mapping. Use the top section for any pertinent comments related to each column

This row is created during the Winshuttle Mapping and is moved to allow for the comments above.

This row is created to identify Optional and Mandatory fields.

This row is highlighted grey and is left with sample data to help the users understand the type of data to be entered into each field.

All remaining rows will be left for the entry of data by the users. Please refrain from the creation of formulas unless approved by management and development team.

In the transaction recording, set the start row to row 5 and save the script.



Sample Data

- Adding a line of sample data improves validity of data
- Maintenance Caution – You may need to reapply when updating the script.

	A	B	C	D	E	F	G	H	I	J	K	L	M
1					IE) Please insert a " " in order to skip this field in the template and leave the existing data in SAP.								
2	Start Date PPHDR-BEGDA	Object Abbreviation P1000-SHORT	Object Name P1000-STEXT	ID of Related Object P1001-SOBID	ID of Related Object P1001-SOBID	Log Winshuttle TRANSACTION 10.1 HRC-750, fn098235 Mode: Non-Batch without Controls 12/22/2011 3:43:47 PM PP03-create-org.TxR	Search Term PM001-SEARK						
3	(MANDATORY)	(MANDATORY)	(MANDATORY)	(MANDATORY)	(MANDATORY)								
4	12/22/2011	WINORG3	WINORG3	50157583	570480	Infotype sequence updated in database	50161591						
5													
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In the transaction recording, set the start row to row 5 and save the script.



Script Development

- A W/S script is a BDC Recording – Requires preparation.
 - Every keystroke is recorded.
 - If you make a mistake, you may need to start over...many times.
 - Before starting your recording, script out what you are going to do and practice.



- A configuration change will make the BDC recording invalid.
 - Change to a data field (mandatory or optional)
 - Adding selections in a drop down list.
 - Change the default values on a field.
- A change to a global Infotype impact all Winshuttle scripts that contains that Infotype.
- A change to a PA40 action usually impacts the Winshuttle script. It will need to be rewritten and meaningful headers reapplied.
- All changes will require:
 - Unit Testing
 - UAT



Winshuttle Deployment - Linked Scripts

- An example of where a Linked Script can be used is the New Hire Action.
- TEC created New Hire Scripts using a chain of Winshuttle scripts.
- TEC divided the New Hire script into groups.
 - Group 1 - Infotypes 0000, 0001 & 0002 to generate a personnel number.
 - Remaining Infotypes are divided into individual PA30 scripts.

Benefit: Users can use the script as a New Hire Script as well as individual loads for each Infotype.



Winshuttle Deployment - Conditional logic

- An example of where a Conditional Script can be used is the Organizational Change Action.
- At TEC, for an Organizational Change Action, some Infotypes are only used for certain countries and the fields on these Infotypes are all optional fields.
- An Action cannot be executed leaving an Infotype blank.
- A Conditional field is created with values of either 'Yes' or 'No'.
 - 'Yes' – data has been provided for the optional Infotype.
 - 'No' data has not been provided for the optional Infotype.
 - The infotype is skipped or uploaded based on the conditional field value.



Winshuttle Lessons Learned at TE Connectivity

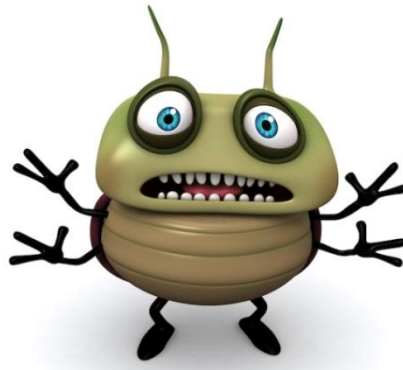


Lessons Learned

- Limitations
- No Ability for Pre-Run or Re-Execute
- Winshuttle Cannot Fix Process
- SAP Standard Error Messages



- At the present time the “Skip Screen If Not Found” does not work for SAP HR Winshuttle Scripts consistently. For example: New Hire, Add External
- Winshuttle only provides the name of the field, Headers generated by Winshuttle do not provide field length and field type information.
- Winshuttle does not allow ABAP scripting for different conversions. This feature is available in LSMW but not Winshuttle.
- Minor Bug Examples:
 - Cannot select an HR System with special character in the beginning of the name e.g ‘HRP, does not record wage type field on IT0008’.



IT0041 BAdI Example:

- SAP does not allow entry of a date type on the IT0041 screen if that date type already exists.
- When executing Personnel Actions, certain date types may need to be updated.
- Using only Winshuttle Transaction it is difficult to overcome this issue.
- TEC adopted an approach to resolve this issue with a HR BADI “HRPAD00INFTYBL” implementation.
- Using that BADI an existing date type can be updated with the new date.



Lessons Learned - Pre-Run or Re-Execute

Re-Execute

- You cannot execute a pre-run of the Winshuttle script. When data is executed, it is committed in SAP.
 - SAP HR uses multiple screens to present an Infotype. At the presentation of each screen a “commit” is executed by SAP.
 - 1 exception identified IT2010 for US payroll.
- Due to SAP HR multiple OK Codes during a recording, Pre Validation feature does not work for PA40 scripts.
- Failed PA40 Action scripts cannot be re-executed (re-run).
 - An error condition during a New Hire action, creates a duplicate employee if the user corrects the data and re-executes the record. (Delete PERNR requests.)
- Any PA40 or PP03 action that creates an object in SAP cannot be re-ran in case of failure. This would result in duplicate object numbers to be generated.

Helpful Hints:

- Set the indicator to skip the entire record if any mandatory fields are missing.
- Execute the Winshuttle Script in a test environment first.



Lessons Learned - Winshuttle Cannot Fix Process

Process

- You cannot use Winshuttle as a means to correct process issues.
- For Example: Most OM modifications require an associated T4 action in PA to reflect the OM changes on the employee record.
 - Make OM changes part of the T4 action – Linked script.



Lessons Learned - SAP Standard Error Messages

Error Messages

- TEC was unable to improve the SAP HR Standard Error Messages.
 - Use Extended Logs
 - +EM, MT commands to customize messages
- Suggestion: Run the script with “Run Step by Step” option to see where the error actually occurs in SAP



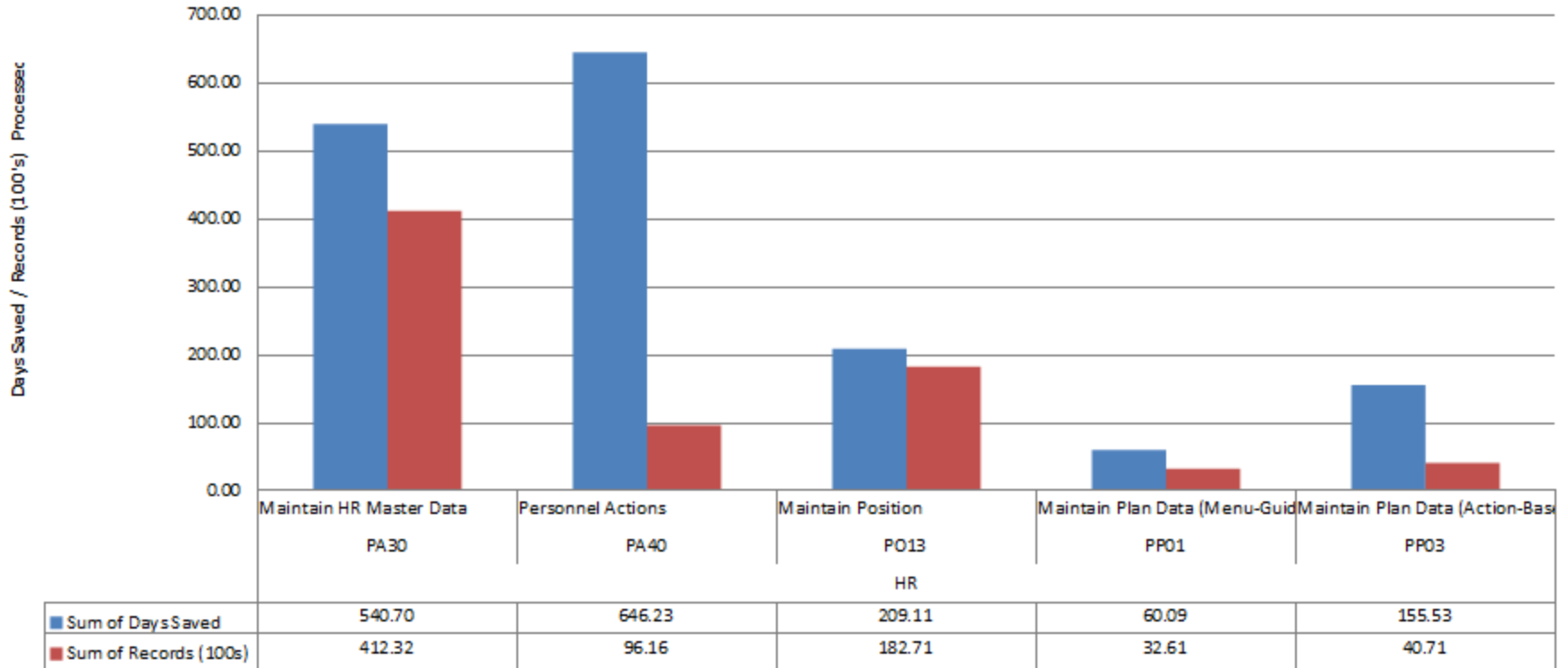
Winshuttle Savings at TEC



Winshuttle Savings at TEC

TE Connectivity Savings by Transaction - Number of SAP Records Processed

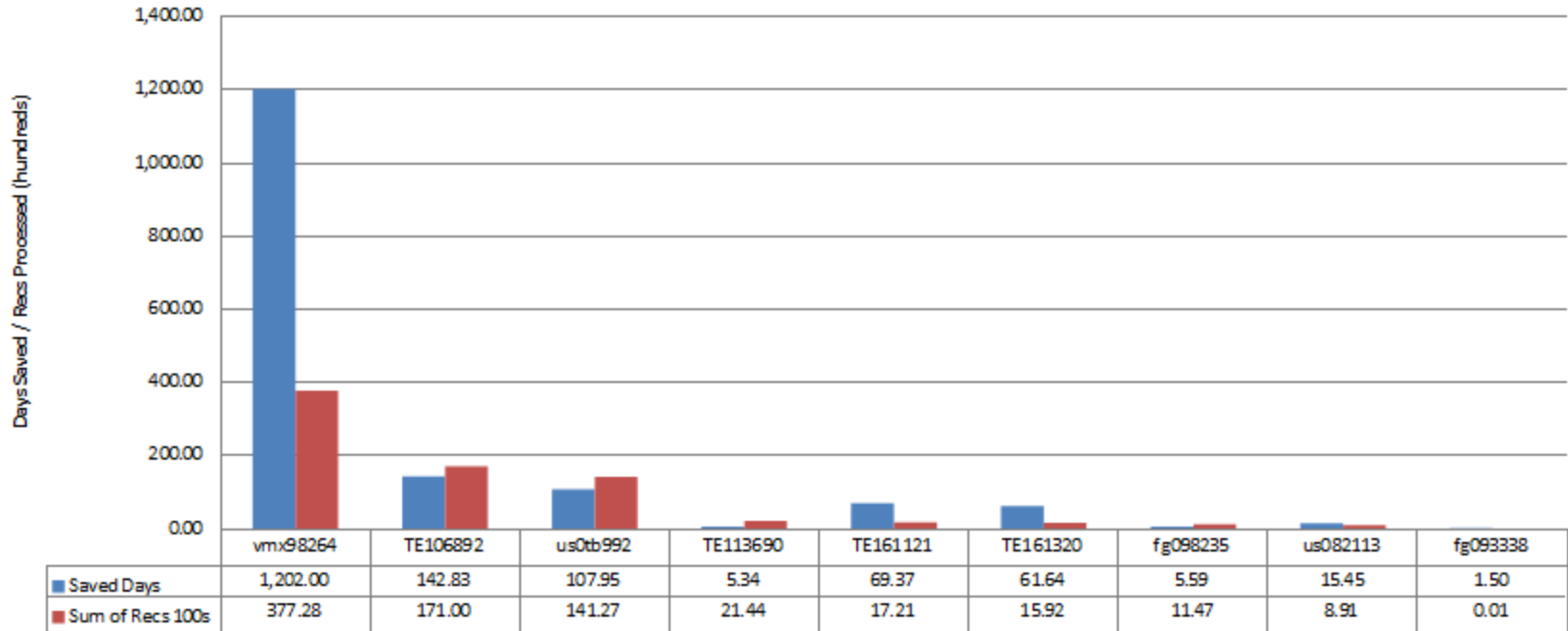
December 2012 - January 2013 (60 days)



Winshuttle Savings at TEC

Tyco Savings by User - Number of SAP Records Processed

December 2012 - January 2013 (60 days)



Questions?

