

# SAP Workflow: Bypass Empty Chief Position in Order to Determine Line Manager in the Organization Structure



## Applies to:

SAP 4.7, ECC 6.0

For more information, visit the [Business Process Modeling homepage](#).

## Summary

SAP Workflow –Bypass Empty Chief Position in Order to determine Line Manager in the Organization Structure. This is useful for SAP HR as well as SAP Workflow.

**Author:** Arghadip Kar

**Company:** IBM India

**Created on:** 18 February 2009

## Author Bio



Arghadip is working as a SAP Workflow Expert in IBM India for the last 3 years.

## Table of Contents

Bypass Empty Chief Position to Determine Line Manager in Organization Structure.....	3
What is the Problem? .....	4
How to get it? .....	10
Disclaimer and Liability Notice.....	15

## Bypass Empty Chief Position to Determine Line Manager in Organization Structure.

In Real life scenario it may happen that while creating an Organization structure the Chief position or the Head of the Organization unit is not attached to a Personnel number or SAP User Id. In other words this position is not held by any Users as this might no be required or vacant. In that case who will be the Line Manager of the staffs that are attached to this particular Organization Unit. Ideally the staff reports to the Chief of the Organization Unit. Now in this case if this Chief position is empty who will this staffs report to. This staff will report to the first available Chief of the Organization Unit that is above this Organization Unit in the Hierarchy.

The screenshot shows the SAP 'Organization and Staffing Change' interface. On the left is a navigation tree with 'Organizational unit' selected. The main area displays a table of staff assignments for the date 05/07/2009 + 3 Months. The table has columns for Staff Assignments (Structure), Code, ID, Relationship text, Chief, Valid from, and a status column. One row is highlighted in yellow, with a red box around the ID '50000086'. An arrow points from this row to the explanatory text below.

Staff Assignments (Structure)	Code	ID	Relationship text	Chief	Valid from	V
WF MXR SD Solicitante ZMXRSDSol		50000086		Director de Vent...	03/21/2007	Un
WF MXR SD Director ZMXRSDDirVta		50000085	Incorporates		07/28/1995	Un
Director de Venta Director de		US SDRUEBA4	Holder		01/01/1900	Un
WF MXR SD Solicitar ZMXRSDSol		50000087	Incorporates		07/27/1995	Un
Tim andrews andrews		P 00000001	Holder		04/23/2009	Un
GOS de Zona Su GOS de Zona		US SDRUEBA2	Holder		01/01/1900	Un

For Organization Unit 50000086 the Chief Position is 50000085 which is help by SAP User Id: SDRUEBA4. So the Staff Position 50000087 will report to Personnel number or User Id held by Chief Position 50000085 or in other words SAP User Id: SDRUEBA4 is the Line Manager of Personnel number :00000001.

The screenshot shows the 'Simulation of Rule Resolution: Standard Rule 00000168 Manager (US)' window. It includes a 'Key date' field set to 05/07/2009. Below is a table for 'Rule container for runtime' and a table for 'Rule resolution result'.

Container Elem.	Container element value
Extended object ID	00000001
OrgManagement obje	
Object type	P

  

Typ	Agent ID	Abbr.	Name
US	SDRUEBA4	Director de	Director de Venta Zona Sur

### What is the Problem?

In scenarios where the Chief Position is empty it should check the Chief position in the Hierarchy of the Organization structure.

Let us see.

The screenshot displays the SAP 'Organization and Staffing (Workflow) Display' interface. The main window shows a list of task assignments for organizational unit ZMXRSDSol. A table below shows the details for the selected organizational unit 'WF MXR SD Solicitante MX70 Sabritas'.

Task Assignment	Code	ID	Relationship text	Valid from	Valid to	Assigne...
WF MXR SD Solicitante	ZMXRSDSol	O 50000086		03/21/2007	Unlimited	
WF MXR SD Director	ZMXRSDDir	S 50000085	Incorporates	07/28/1995	Unlimited	04/10/2007
Director de Venta	ZMXRSDDirVta	C 50000052	Is described by	03/21/2007	Unlimited	04/10/2007
WF MXR SD Solicitar	ZMXRSDSol	S 50000087	Incorporates	07/27/1995	Unlimited	03/21/2007
Solicitante	ZMXRSDSol	C 50000053	Is described by	03/21/2007	Unlimited	04/10/2007
Tim andrews	andrews	P 00000001	Holder	04/23/2009	Unlimited	04/23/2009

  

Details for Organizational unit WF MXR SD Solicitante MX70 Sabritas				
Basic data				
Organizational unit	ZMXRSDSol	WF MXR SD Solicitante MX70 Sabritas	Valid On 05/07/2009	
No periods				
Staff				
Holder	Percentage	Assigned as of	Assi	Description
Tim andrews	100,00	04/23/2009	Unlir	Subtyp General description
GOS de Zona Sur	100,00	04/14/2007	Unlir	

Go to PPOSW and give the Organization Unit to which the Employee is attached. Personnel Number 00000001 is attached to Organization Unit 50000086.

Lets check the Organization unit present above in the hierarchy of this Org Unit by clicking on

**Organization and Staffing (Workflow) Display**

05/07/2009 + 3 Months

Task Assignment	Code	ID	Relationship text	Valid from	Valid to	Assigne...
WF MXR SD Solicitante	ZMXRSDSol	O 50000086		03/21/2007	Unlimited	
WF MXR SD Director	ZMXRSDDirVta	S 50000085	Incorporates	07/28/1995	Unlimited	04/10/2007
Director de Venta	ZMXRSDDirVta	C 50000052	Is described by	03/21/2007	Unlimited	04/10/2007
WF MXR SD Solicitar	ZMXRSDSol	S 50000087	Incorporates	07/27/1995	Unlimited	03/21/2007
Solicitante	ZMXRSDSol	C 50000053	Is described by	03/21/2007	Unlimited	04/10/2007
Tim andrews	andrews	P 00000001	Holder	04/23/2009	Unlimited	04/23/2009

Details for Organizational unit WF MXR SD Solicitante MX70 Sabritas

Basic data | Account assignment | Tasks

Organizational unit: ZMXRSDSol | WF MXR SD Solicitante MX70 Sabritas

Valid On: 05/07/2009

Staff

No periods

Holder	Icon	Holder	Percentage	Assigned as of	Assi
Holder					
Tim andrews		100,00	04/23/2009	Unlir	
GOS de Zona Sur		100,00	04/14/2007	Unlir	

Subtyp: General description

PPOSW | mxpitu12 | INS

Organization and Staffing (Workflow) Display

Organization and Staffing (Workflow) Display

05/07/2009 + 3 Months

Task Assignment	Code	ID	Relationship text	Valid from	Valid to	Assigned a...
WF MXR SD Director Ver	ZMXRSDDirVta	O 50000084		03/21/2007	Unlimited	
workflow	zwrfest	S 50000525	Incorporates	05/07/2009	Unlimited	05/07/2009
WF MXR SD Solicitar	ZMXRSDSol	O 50000086	Is line supervisor of	03/21/2007	Unlimited	03/21/2007
WF MXR SD Dire	ZMXRSDDirVta	S 50000085	Incorporates	07/28/1995	Unlimited	04/10/2007
WF MXR SD Soli	ZMXRSDSol	S 50000087	Incorporates	07/27/1995	Unlimited	03/21/2007

Details for Organizational unit WF MXR SD Solicitante MX70 Sabritas

Basic data Account assignment Tasks

Organizational unit ZMXRSDSol WF MXR SD Solicitante MX70 Sabritas Valid On 05/07/2009 No periods

Staff

Holder	Percentage	Assigned as of	Assi
Tim andrews	100,00	04/23/2009	Unlir
GOS de Zona Sur	100,00	04/14/2007	Unlir

PPSW mxpitu12 INS

Ideally now the Chief of Organization Unit 50000084 should be the Line Manager of Staff present in Organization Unit 50000086.

Organization and Staffing (Workflow) Display

Organization and Staffing (Workflow) Display

05/07/2009 + 3 Months

Task Assignment	Code	ID	Relationship text	Valid from	Valid to	Assigne...
WF MXR SD Director Ver	ZMXRSDDirVta	O 50000084		03/21/2007	Unlimited	
workflow	zwrfest	S 50000525	Incorporates	05/07/2009	Unlimited	05/07/2009
Sebabroto Chakr Chakorborty	US SCHAHRAB	O 50000086	Holder	01/01/1900	Unlimited	05/07/2009
WF MXR SD Solicitar	ZMXRSDSol	O 50000086	Is line supervisor of	03/21/2007	Unlimited	03/21/2007
WF MXR SD Dire	ZMXRSDDirVta	S 50000085	Incorporates	07/28/1995	Unlimited	04/10/2007
WF MXR SD Soli	ZMXRSDSol	S 50000087	Incorporates	07/27/1995	Unlimited	03/21/2007

Details for Organizational unit WF MXR SD Solicitante MX70 Sabritas

Basic data Account assignment Tasks

Organizational unit ZMXRSDSol WF MXR SD Solicitante MX70 Sabritas Valid On 05/07/2009 No periods

Staff

Holder	Percentage	Assigned as of	Assi
Tim andrews	100,00	04/23/2009	Unlir
GOS de Zona Sur	100,00	04/14/2007	Unlir

Let us see what actually is in the system. We go to transaction PFAC\_DIS and give 168 Rule number which is for finding Line Manager by providing the Personnel Number or the SAP User Id:

The screenshot shows the SAP 'Maintain Rule' transaction interface. At the top, there is a title bar with the SAP logo and a toolbar with various icons. Below the title bar, the text 'Maintain Rule' is displayed. The main area contains a table with the following data:

Rule	00000168	Manager (US)
Name	Superior (as user) for ...	

At the bottom right of the window, there is a status bar showing 'S10 (4) 110', 'mxpitu12', and 'INS'.

The screenshot shows the SAP 'Rule: Display' interface. At the top, there is a title bar 'Rule: Display' and a toolbar with various icons. Below the title bar, the rule details are displayed:

Rule	00000168	Manager (US)
Name	Superior (as user) for ...	
Pack.	SWX	Applicatn Component BC-BMT-WFM

Below the details, there are three tabs: 'Rule definition', 'Description', and 'Container'. The 'Rule definition' tab is active, showing the following fields:

Abbr.	Manager (US)
Name	Superior (as user) for ...
Category	Agent Determination: Function to be Executed
Function Module	SWX_GET_MANAGER

There is a checkbox labeled 'Terminate If Rule Resolution Without Result' which is checked. A red box highlights the 'Simulate' button (represented by a play icon) in the top toolbar. An arrow points from this button to the text below.

Click on the Simulate Button and the following screens appears and we want to check the Line Manager of Personnel Number 00000001.



Simulation of Rule Resolution: Standard Rule 00000168 Manager (US)

Key date: 05/07/2009

Rule container for runtime

Container Elem.	Container element value
Extended object ID	00000001
OrgManagement obje	
Object type	P

No agent found, termination!     Broken down by user

Rule resolution result

Typ	Agent ID	Abbr.	Name

Agent <-> User

Please enter the details and press Agent<->User button. There is no Line Manager what is the Problem?

## How to get it?

I debugged and found that the standard code checks a System table name T77S0

Dictionary: Display Table

Transp. Table: T77S0 Active  
Short Description: System Table

Attributes Delivery and Maintenance Fields Entry help/check Currency/Quantity Fields

Srch Help Predefined Type 1 / 4

Field	Key	Initi	Data element	Data Ty	Length	Decim	Short Description	Group
MANDT	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	MANDT	CLNT	3		Client	
GRPID	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	GRPID	CHAR	5		Group Name	
SEMID	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	SEMID	CHAR	5		Semantic Abbreviation	
GSVAL	<input type="checkbox"/>	<input checked="" type="checkbox"/>	GSVAL	CHAR	10		Value of Semantic Abbreviation	

S10 (1) 110 mxpitu12 INS

Here it checks for an entry for GRPID = WFLOW and SEMID = VAPOS and GSVAL = X. If this conditions is not fulfilled it will not bypass the empty Chief Position for Line Manager Determination.

Let us check the Table entries for the above key field value.

**Data Browser: Table T77S0: Selection Screen**

Number of Entries

GRPID  to

SEMID  to

GSVAL

Width of Output List

Maximum No. of Hits

S10 (1) 110 mxpitu12 INS

The GSVAL field is blank.

**Data Browser: Table T77S0: 1 of 1 Hits**

Table: T77S0  
 Displayed Fields: 5 of 5 Fixed Columns: 3 List Width 0770

MANDT	GRPID	SEMID	GSVAL	ETEXT
<input type="checkbox"/> 110	WFLOW	VAPOS		Skip Vacant position



Lets us now check the Line Manager from PFAC\_DIS as shown before.

The screenshot shows the SAP 'Rule: Display' window. At the top, there is a title bar with 'Rule: Display' and the SAP logo. Below the title bar is a toolbar with various icons. The main content area is divided into several sections:

- Header Information:**
  - Rule: 00000168 Manager (US)
  - Name: Superior (as user) for ...
  - Pack.: SWX
  - Applicatn Component: BC-BMT-WFM
- Navigation Tabs:** 'Rule definition' (selected), 'Description', and 'Container'.
- Basic data Section:**
  - Abbr.: Manager (US)
  - Name: Superior (as user) for ...
- Rule definition Section:**
  - Category: Agent Determination: Function to be Executed
  - Function Module: SWX\_GET\_MANAGER
  - Terminate If Rule Resolution Without Result

At the bottom of the window, there is a status bar showing 'S10 (4) 110', 'm\pitu12', and 'INS'.

Simulation of Rule Resolution: Standard Rule 00000168 Manager (US)

Key date: 05/07/2009

Rule container for runtime

Container Elem.	Container element value
Extended object ID	00000001
OrgManagement obje	
Object type	P

Agent found  Broken down by user

Rule resolution result

Typ	Agent ID	Abbr.	Name
US	SCHAKRAB	Chakroborty	Sebabroto Chakroborty

Agent <-> User

The Line Manager is User ID: SCHAKRAB which is attached to Position Id:50000525 which is the Chief Position for Organization Unit 50000084.

Organization and Staffing (Workflow) Display

Organization and Staffing (Workflow) Display

05/07/2009 + 3 Months

Task Assignment	Code	ID	Relationship text	Valid from	Valid to	Assigne...
WF MXR SD Director Ver	ZMXRSDDirVta	O 50000084		03/21/2007	Unlimited	
workflow	zwftest	S 50000525	Incorporates	05/07/2009	Unlimited	05/07/2009
Sebabroto Chakr Chakroborty		US SCHAKRAB	Holder	01/01/1900	Unlimited	05/07/2009
WF MXR SD Solicitar	ZMXRSDSol	O 50000086	Is line supervisor of	03/21/2007	Unlimited	03/21/2007
WF MXR SD Dire	ZMXRSDDirVta	S 50000085	Incorporates	07/28/1995	Unlimited	04/10/2007
WF MXR SD Solix	ZMXRSDSol	S 50000087	Incorporates	07/27/1995	Unlimited	03/21/2007

Details for Organizational unit WF MXR SD Solicitante MX70 Sabritas

Basic data Account assignment Tasks

## **Disclaimer and Liability Notice**

This document may discuss sample coding or other information that does not include SAP official interfaces and therefore is not supported by SAP. Changes made based on this information are not supported and can be overwritten during an upgrade.

SAP will not be held liable for any damages caused by using or misusing the information, code or methods suggested in this document, and anyone using these methods does so at his/her own risk.

SAP offers no guarantees and assumes no responsibility or liability of any type with respect to the content of this technical article or code sample, including any liability resulting from incompatibility between the content within this document and the materials and services offered by SAP. You agree that you will not hold, or seek to hold, SAP responsible or liable with respect to the content of this document.