

What to Choose for Your Implementation: Concurrent Employment (CE) or Global Management of Employees (GME)



Applies to:

SAP ECC 6.0 EHP4. For more information, visit the [Enterprise Resource Planning homepage](#).

Summary

This document will present some of advantages and disadvantages that should be taken into consideration before deciding to implement either Concurrent Employment or the Global Management of Employees when using SAP HR for Global Projects. Concurrent Employment and Global Management of Employees are offered by SAP to administer multiple Employee contract within one country or multiple countries in the same SAP HR system.

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Author Bio



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Introduction

This document will present some of advantages and disadvantages that should be taken into consideration before deciding to implement either Concurrent Employment or the Global Management of Employees in case you need to manage in the same SAP HR system employees with multiple contracts. A business scenario will be presented.

Business Scenario (main elements)

1. Your client wants to administer in the ECC system employees which have multiple contracts.
2. The contracts might exist in the same time or might appear one after the other.
3. Some of these simultaneous Employee contracts must stay active at all times, others must be suspended at a certain moment and other contracts must be closed.
4. The employees can be in the same country or in multiple countries.

SAP Prerequisites

1. ECC 6.0 EHP 4 will be used.
2. You do not use Payroll and Time components of SAP.
3. You can use Learning Solution, Talent Management, SAP Talent Visualization by Nakisa, ESS, MSS.

Global Management of Employees

Why choose?

1. The Global Management of Employees is recommended by SAP for cross-country multiple contracts.
2. Special Personnel Actions already exist in the system that allow you to run 2 actions in the same time. In the same screen you can run:
 - a. First case: Inactivate Home contract and Hiring for Host contract
 - b. Second case: Finish Host contract and Reactivate the initial Home contract

Why not choose?

1. The Global Management of Employees has in fact functions related to Payroll and Time Management which are not of interest from the Business point of view:
 - a. In the Offer Letter for Expats it allows currency translation
2. The business prerequisites are more complex than the simple cases when Home contract turns inactive and the Host contract Active (arrival of Expat); Host contract finishes and Home contract becomes Active again (once the Expat assignment in the Host country finishes)
3. After the activation of the Global Management of Employees (switch CCURE GLEMP) a big search box appears.

Hiring

Person ID	<input type="text"/>		
Personnel Number	<input type="text"/>		
Start	<input checked="" type="checkbox"/>	to	<input type="text" value="31.12.9999"/>
Personal Data			
Title	<input type="text"/>		
Last name	<input type="text"/>		
First name	<input type="text"/>		
Birth date	<input type="text"/>		
Hiring			
Action Type	<input type="text" value="01 Hiring"/>	RefPersNo.	<input type="text" value="0"/>
Reason f.Action	<input type="text"/>		
Organizational Assignment			
Position	<input type="text"/>		
Personnel area	<input type="text"/>		
Personnel subarea	<input type="text"/>		
EE group	<input type="text"/>		
EE subgroup	<input type="text"/>		

It resembles a little the standard PA40 - Hiring Screen and this might lead to confusion.

The large Recognition Screen for Global Management of Employees is intended to have the same functionality as the small Recognition Screen available with Concurrent Employment.

However, it might lead to people not being linked correctly because the search is done only AFTER you put in values in the fields: Position, Personnel Area, Personnel Subarea, EE Group and EE Subgroup. There have been cases when the new contract of the employee was not linked by the system to the existing PERSON ID in the system. A new PERNR and PERSON ID were created for the Employee.

Concurrent Employment

Why choose?

1. The Concurrent Employment is the basic feature for administering multiple contracts. The Global Management of Employees can be considered a Special type of Concurrent Employment.
2. Once the EHP 4 is deployed, additional new keys are available in the feature ACCTE (Actions: Default Values for Recognition). One can customize the system how to react when a Hiring action is performed for an Employee for whom a personnel relationship exists (employee recognition).
3. Once the EHP 4 is deployed, new Indicators are available in Customizing View T529A
 - a. Display Dialog Box for Selecting Personnel Assignments
 - b. Call Benefits Workbench for Concurrent Employment
 - c. Personnel Action Is of Type Change of Legal Person
4. Standard Concurrent Employment Actions can be added to transaction PA40
 - a. Termination for Concurrent Employment
 - b. Leave of absence for Concurrent Employment
 - c. Change of legal person
5. The HR Consultant can create his/her own custom Actions in which to combine two personnel actions – Country reassignment (feature initially used by Global Management of Employees). By having the possibility to combine two personnel actions in the same time the variety of simultaneous Employee contracts can be handled very easily. The user can select individually what type of action to run for each of two contracts (Home and Host).
6. After activating the Concurrent employment a small search box appears when performing Hiring. The Recognition screen helps the system connect the secondary Contract to the first Contract of the Person in the system.

The screenshot shows a SAP dialog box titled "Employee Recognition". It features a "Personnel Data" section with the following fields: "Title" (with a yellow highlight and a clipboard icon), "Last Name", "First Name", and "Birth date". At the bottom of the dialog, there are two buttons: a green checkmark and a red X.

This Employee Recognition screen can be enhanced with a BADI - HRPAD00_RECOG_SCREEN - Employee Recognition Screen in case more information is needed.

7. Even if SAP recommends Concurrent Employment to be used only for multiple contracts within the same country, no negative side-effect was noticed when using the Concurrent Employment for cross-country multiple contracts. For example, the infotype screens that are available for the Employee Home contract in Spain belong to Spain (if some country specific screens exist). The infotype screens that are available for the Employee Expat contract in France belong France (if some country specific screens exist).

Why not choose?

1. The Global Management of Employees is recommended by SAP for cross-country multiple contracts. The Concurrent Employment is recommended to be used for multiple Employee contracts within the same country.

Conclusion

To summarize, the above mentioned reasons should be considered before activating the Concurrent Employment alone or together with Global Management of Employees.

In case you implement Payroll or / and Time Management additional analysis is required. For Payroll and Time Management, localization for Concurrent Employment is only available for certain countries (e.g. USA, Canada). Consequently, if you need Payroll and/or Time Management and you activate Concurrent Employment, additional costs will be needed to build your own custom Payroll and Time schemas and reports.

Related Content

[Concurrent Employment](#)

[Management of Global Employees – examples of business process and SAP transactions](#)

[Activation of Concurrent Employment \(New\)](#)

[Activation of Concurrent Employment \(Old\)](#)

For more information, visit the [Enterprise Resource Planning homepage](#).

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