Understanding HR Schema and PCR with an Example

Applies to:

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

Summary

This document will provide you an example as to how you can use custom **Schemas, PCR's and Operations** to address your company's unique payroll requirements.

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Introduction

Let's say your company does not want to calculate Professional Tax (PTax) for employees who belong to country India and stay in XYZ state. For all other states of the country, your company wants to calculate PTax.

This requirement can be fulfilled using the following steps:

1. Create custom operation K-E1.

2. Write code for custom operation in include PCBURZIN0

3. Create custom personnel calculation rule ZKP1

4. Create custom schema ZN00 by copying 'India Payroll' schema

5. Create custom schema ZNN1 by copying 'Gross to Net calculation – India' schema

6. Edit schema ZN00 are replace sub schema INN1 by the custom sub schema ZNN1.

7. Place the rule ZKP1 in custom sub schema ZNN1.

The following section describes the above steps in detail.

Step1: Create custom operation K-E1

Use transaction PE04 to create customer specific operation K-E1.

The characteristics of the operation loos like as shown below.

Step2: Create custom rule ZKP1

Use transaction PE02 to create custom rule ZKP1.

The rule looks like as shown below.

```
ZKP1 Personnel Calculation Rule   ZKP1
 └─⊟ *
    └─⊟ ****
       └─⊟ K-E1?11    comparison
          ├─⊟ F
          │  └──SCOND=F IF Condition IF false
          └─⊟ T
             └──SCOND=T IF Condition IF true
```
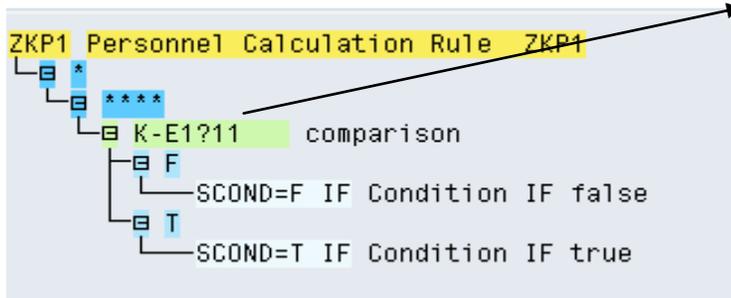
Let's say 11 is the Region code for XYZ state

```
☞ Color Legend

    Personnel Calculation Rule
    ESG Grouping / wage type
    Operation
    Decision
    Result of decision
    Rule call
```

In table display mode the screen will look like as show below.

```
Cmmnd
Line    Var.Key  CL T Operation Operation Operation Operation Oper
               -------------+---------+---------+---------+---------+---
000010           D K-E1?11
000020 F           SCOND=F IF
000030 T           SCOND=T IF
```

Step3: Write code for custom operation in include PCBURZIN0

Go to transaction SE38 and include your code in include PCBURZIN0.

```
*&---------------------------------------------------------------------*
*&  Include          PCBURZIN0                                         *
*&---------------------------------------------------------------------*
* Use this include to create customer specific functions and operations
* Attention: SAP Developers
* Never change or transport this include in SAP systems
*$*$-Start: (1 )-------------------------------------------------------
ENHANCEMENT 1  Z_PCBURZIN0_ENHANCEMENT.    "active version
*
FORM opk-e1.                    Country key        State key

IF p0002-GBLND = 'IN' and p0002-GBDEP(2) = op+5(2). "If the employee belongs to XYZ state
   vargt = 'F'.
ELSE.
   vargt = 'T'.          " Other than XYZ state
ENDIF.

PERFORM fillvargt.

ENDFORM.

ENDENHANCEMENT.
```

Step4: Create custom schema ZN00 by copying 'India Payroll' schema

Copy schema IN00 (HR-IN: India Payroll schema) to custom schema ZN00 using transaction PE01.

Step5: Create custom schema ZNN1 by copying 'Gross to Net calculation – India' schema

Copy standard sub schema INN1 (Gross to Net calculation – India) to custom schema ZNN1 using transaction PE01.

Step6: Modify schema ZN00 to replace sub schema INN1 by the custom sub schema ZNN1

The screen for schema ZN00 will look like as shown below.

000010	COM		***
000020	COM		Payroll Schema for India --
000030	COM		***
000040	COPY	XIN0	Initialisation of payroll
000050	COPY	INBD	Read basic data
000060	IF	SPRN	If special run
000070	RFRSH	IT	Clear internal table IT
000080	ENDIF		Endif
000090	COPY	XPR0	Import previous result current period
000100	COPY	XLR0	Import last payroll results
000110	COPY	XT00	General processing of time data
000120	COPY	INLN	Loan accounting
000130	COPY	INAP	Import further paym./deducs. off
000140	COPY	INAL	Period factoring and storage
000150	COPY	INBS	Save tables for iteration
000160	LPBEG		Begin Loop
000170	COPY	INBL	Import saved tables
000180	COPY	INDD	Processing deductions and storage
000190	COPY	ZNN1	Gross to net calculation
000200	COPY	INA9	Cumulation of net amount/payment amount
000210	COPY	XDNT	Deductions not taken during loop?
000220	LPEND		End Loop
000230	COPY	INNR	Retroactive accounting - India
000240	COPY	INRR	Recovery of Rounded Off Amount
000250	COPY	XNN0	Net benefits/deductions and transfer
000260	COPY	INBT	Income Tax Bank Transfer
000270	COPY	INE0	Final processing

Step7: Place rule ZKP1 in custom schema ZNN1

Use transaction PE01 to place rule ZKP1 in custom schema ZNN1.

The screen for schema ZNN1 will look like as shown below.

Cmmnd							
Line	Func.	Par1	Par2	Par3	Par4	D	Text
000470	PIT	INHF		NOAB			Recovery from Hard furnishing
000480	INLEA	MLIN					Leave encashment
000490	INGTX	MGIN					Gratuity taxation
000500	IF	INVR					If Voluntary Retirement Service ?
000510	INVRS						Volunatry retirement service
000520	ENDIF						end if voluntary retirement
000530	PIT	INS0	GEN	NOAB			Non 'A' Split removal from exemption WTs
000540	PIT	IN76	P76	NOAB			Cumulation for Monthly/annual exm, rembs
000550	PIT	INCA					Monthly basis for COA/CLA
000560	INHRA						HRA/CLA/COA
000570	PIT	INPT		NOAB			Profession tax cumulations
000580	PIT	INPB		NOAB			Cum'n of bonus to PTax basis
000590	INPTB						Population of Ptax basis
000600	IF	ZKP1					state check - start
000610	INPTX						Professional Tax calculations
000620	ENDIF						state check - end
000630	IF	INNT					If eligible for NE Tax Exemptio
000640	PIT	INNE	GEN	NOAB			NE Tax Exemption related proces
000650	ENDIF						end if NE Tax Exemption

To enter a new row, write 'I' in the line column and press "enter".

Your schema ZNN0 is now ready for handling Professional Tax (PTax) scenario as mentioned in the introduction section.

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