Creating and Using a Feature in SAP HR

Applies to:

For more information, visit the Enterprise Resource Planning homepage.

Summary

Features are an inevitable part of HR programming. They are objects that produce an output value depending on the value of the structure fields that are being used and are mostly used to determine default values. This article gives a step by step description for creating a feature and using it in a program.

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Author Bio

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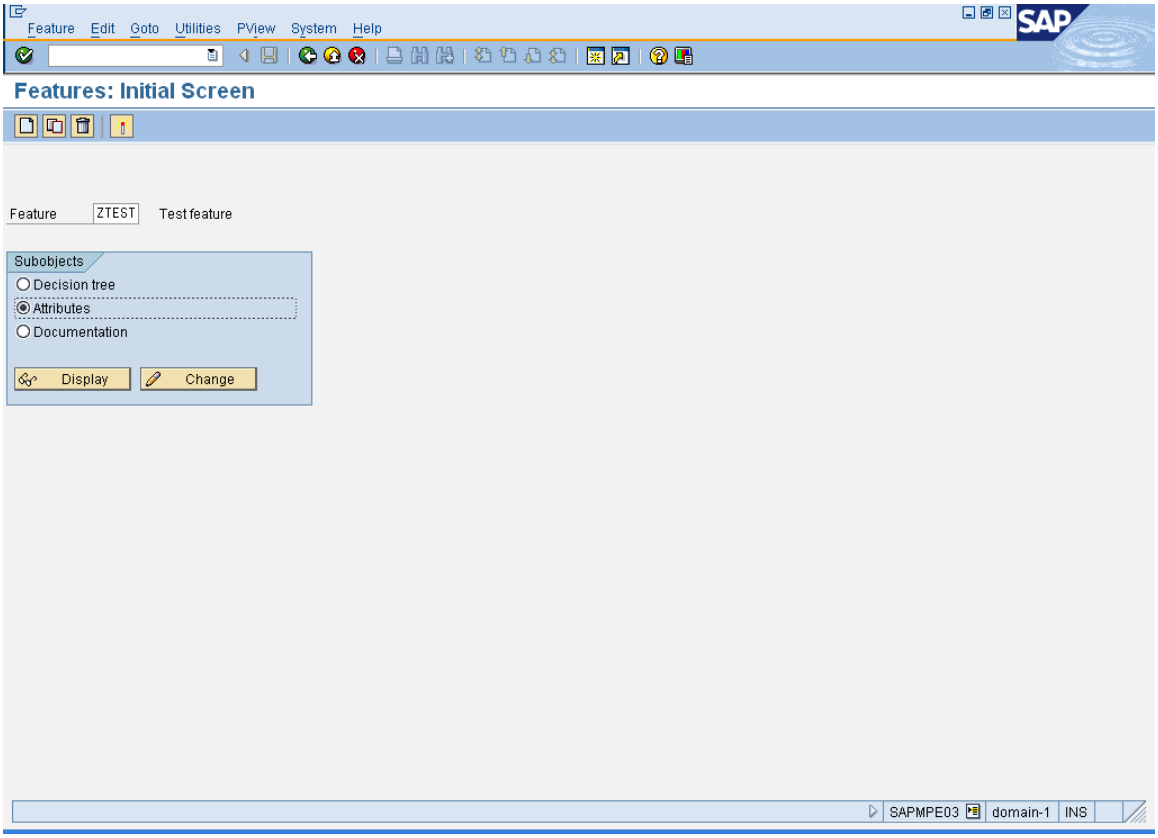
Table of Contents

Steps for creating a feature

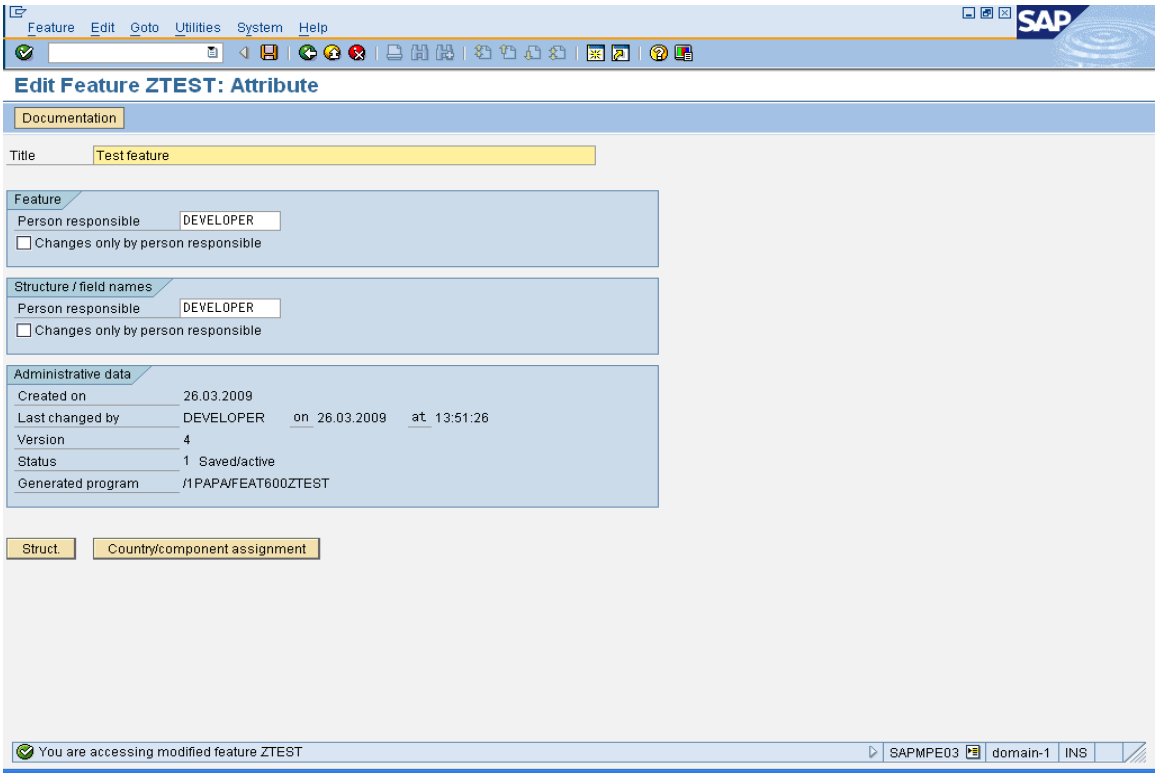
1. Creating the persons responsible
2. Creating the country/component assignment for a feature
3. Creating a structure
4. Creating the decision tree for a feature
5. Creating feature documentation

Feature is created using transaction PE03. Specify the name of the feature that you wish to create, select 'Attributes' and *Create* 



Creating the persons responsible

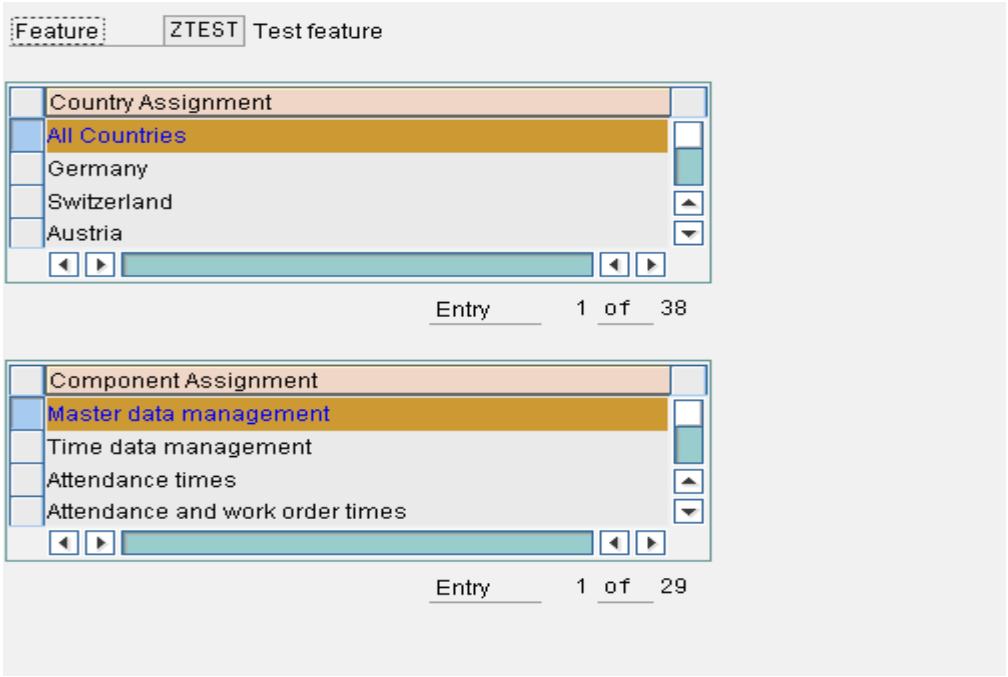
In the screen below, the person responsible for the feature and for the Structure/field names can be specified.



Creating the country/component assignment

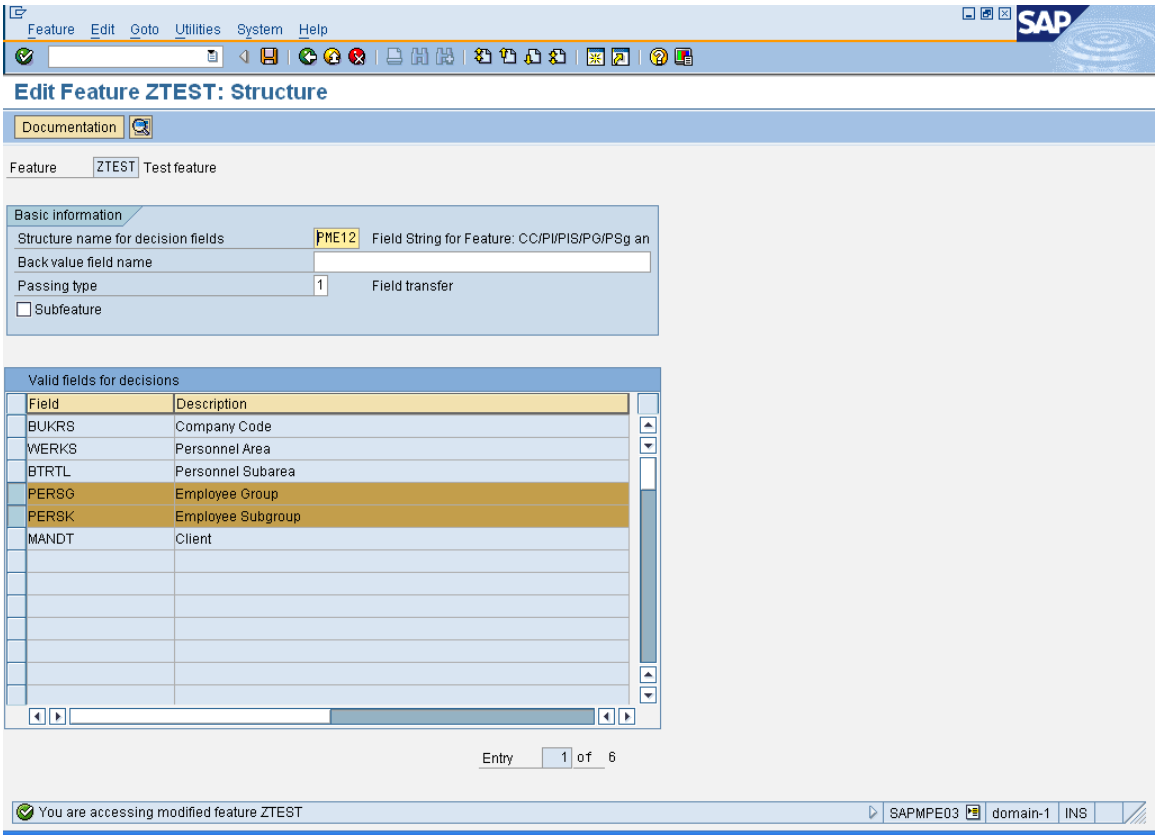
When you create a feature, you are required to specify at least one country assignment and at least one component assignment.

Here, we have defined the feature for All Countries for Master Data Management



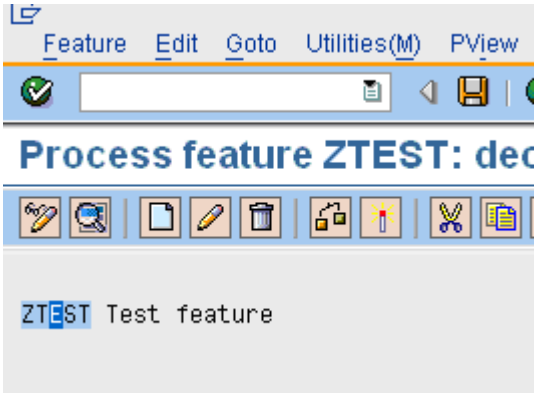
Creating a structure

Next, assign a structure to the feature and choose the fields whose values will be used as the decision factor. Here, structure PME12 is assigned and Employee Group and Subgroup fields are selected.

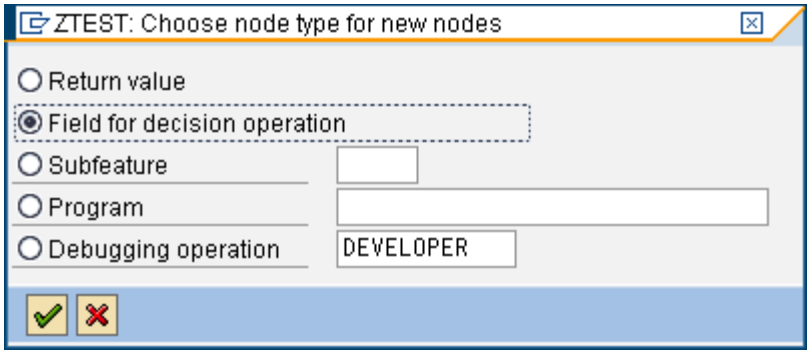


Creating the decision tree

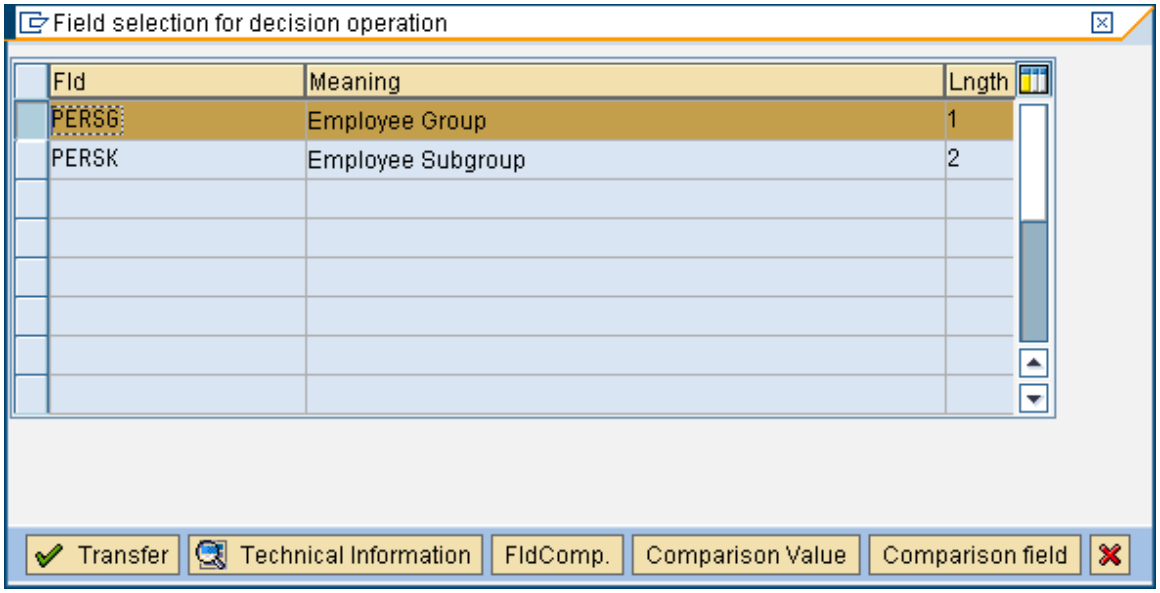
The decision tree decides the return value of the feature based on the values of the selected fields of the structure.



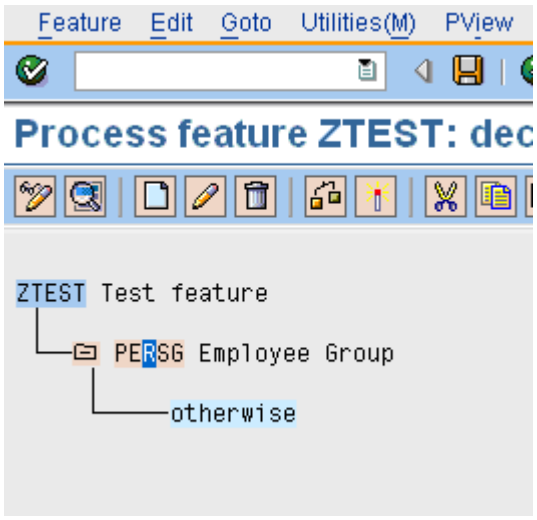
Select the name of the feature and *Create*  . Opt for 'Field for decision operation'



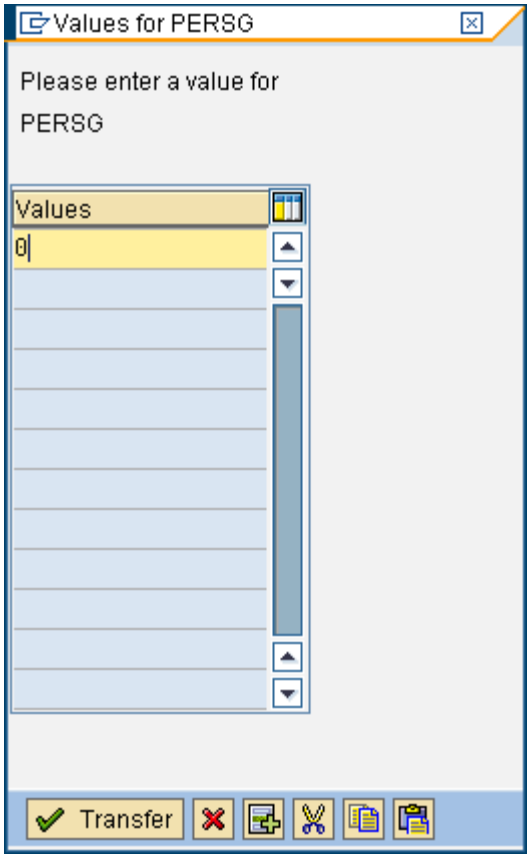
Select the field name and click on Transfer



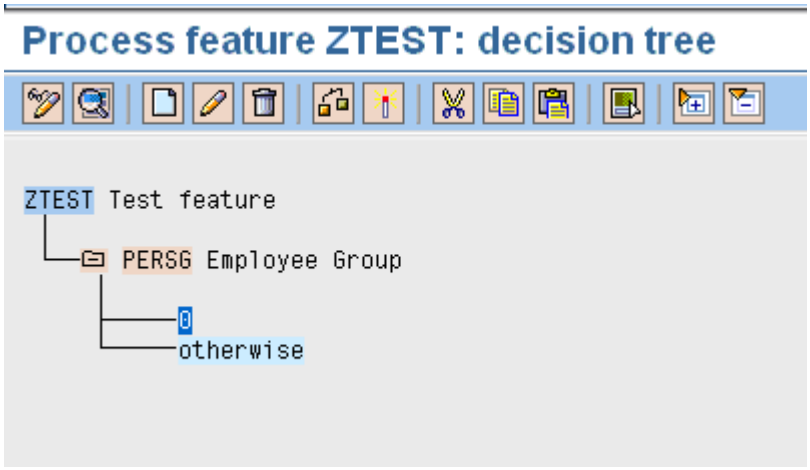
A node 'PERSG' is created under the feature. Next, select the node and *Create*

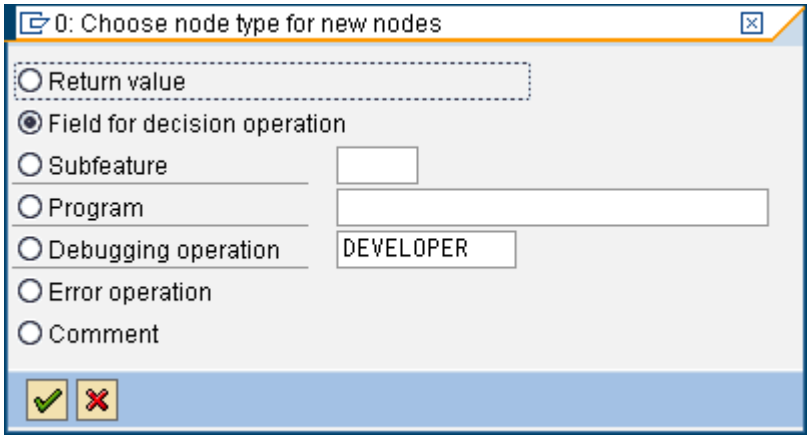


A pop-up appears where the value for 'PERSG' has to be specified.

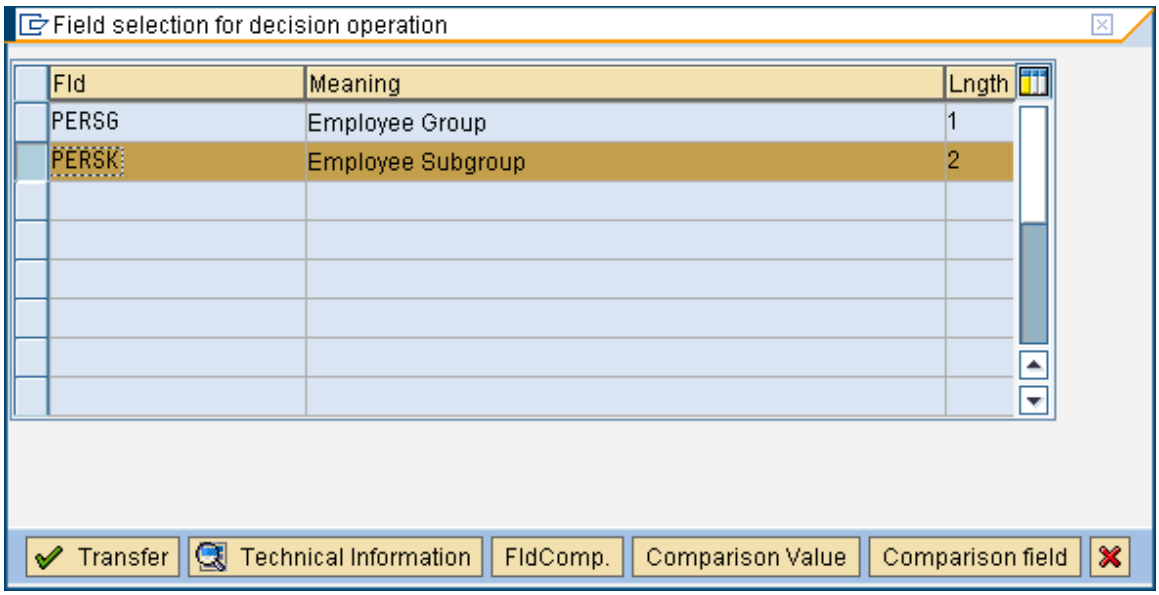


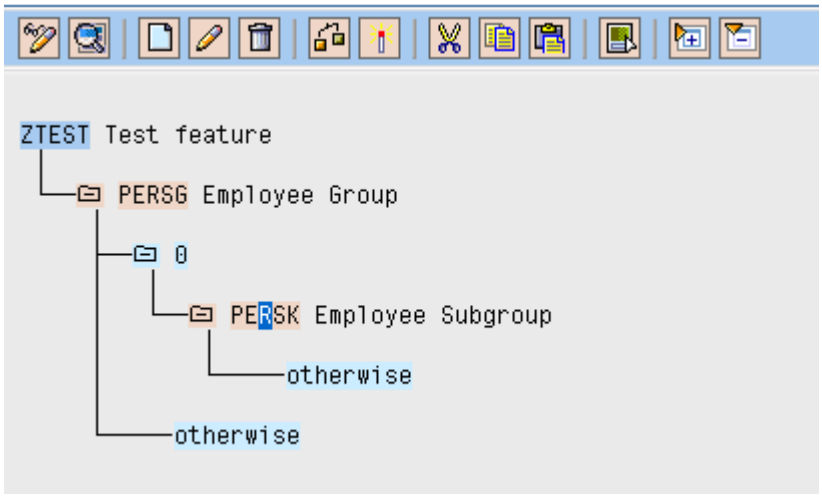
Next, create a sub node for PERSG by selecting the value '0' and clicking on *Create* 



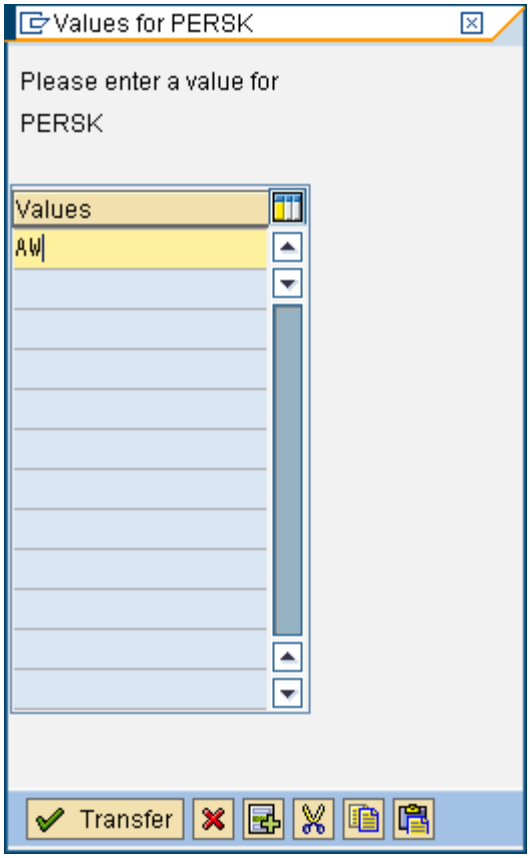


Specify the sub node as ‘PERSK’

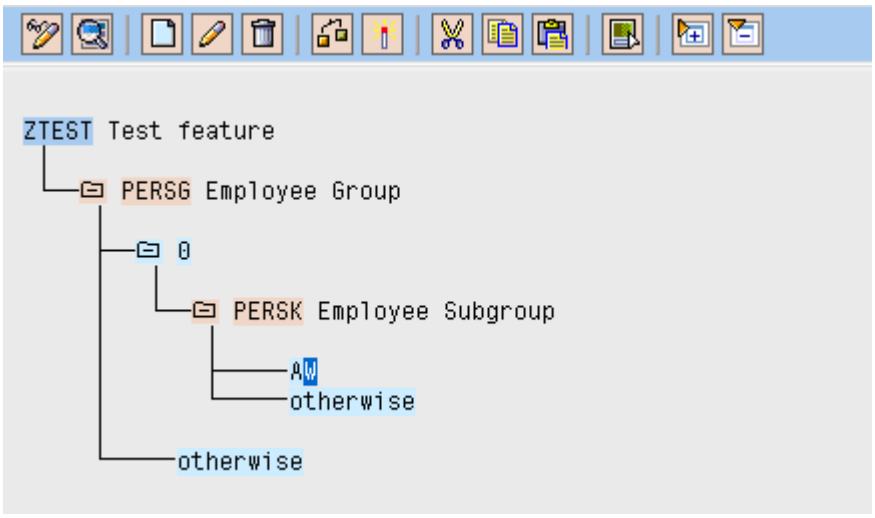


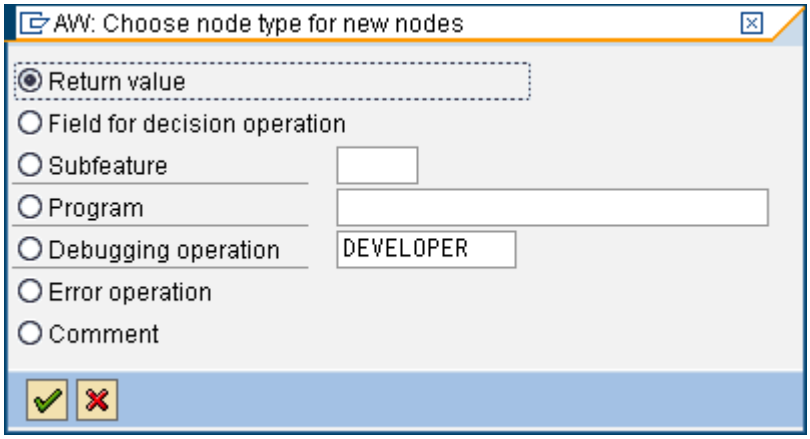


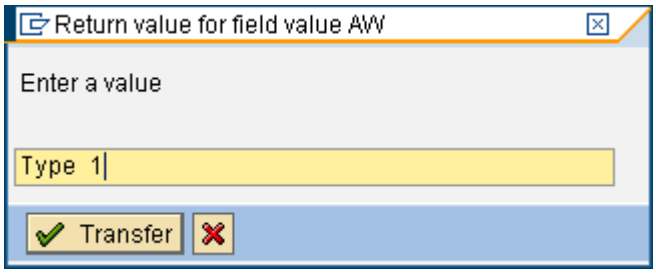
Next, enter the value for ‘PERSK’



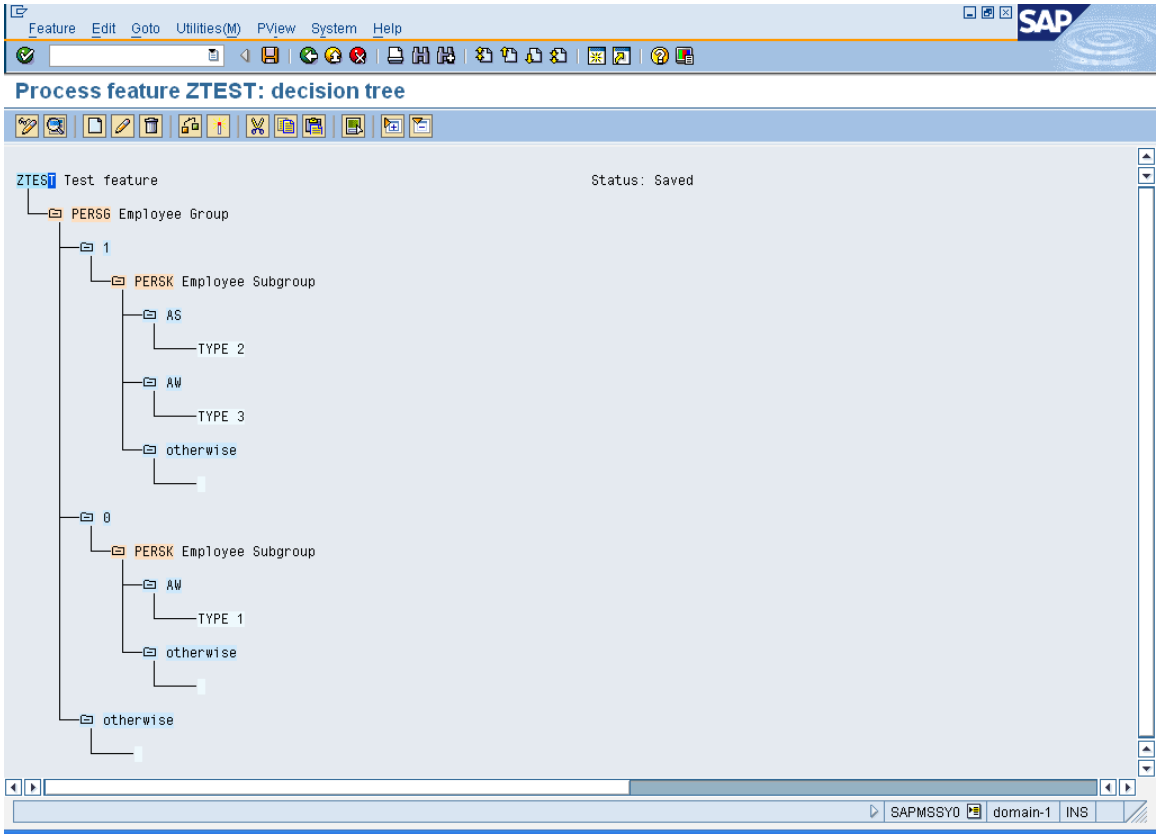
Now, create a return type for this combination of ‘PERSG’ (0) and ‘PERSK’ (AW). Here, we create the return value as ‘Type 1’





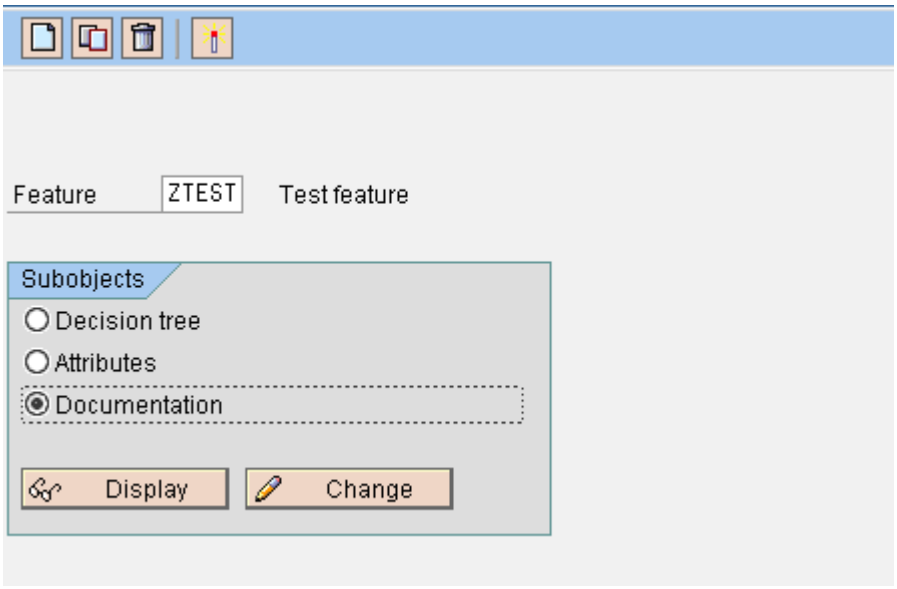


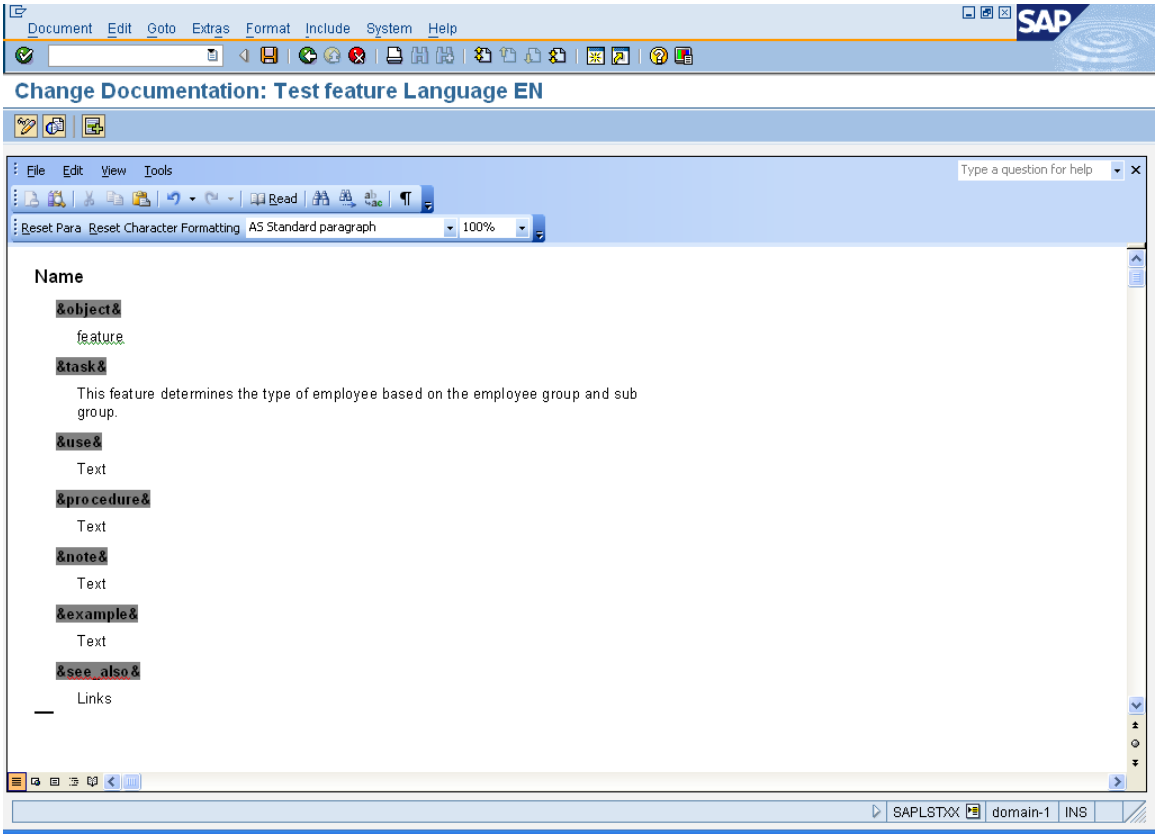
Continue the same steps as above for different values of PERSG and PERSK and create a structure as shown below



Creating feature documentation

The last, but most important step is documentation. Provide a short description of the use of the feature so that it will be useful for others to use it.





Reading a feature

The feature can be read in a program by calling the subroutine re549d. The program below takes Employee group (PERSG) and Employee subgroup (PERSK) as input and fetches the corresponding return value (Employee Type) as output.

```
REPORT  ZTEST_FEATURE.
TABLES: PME12.
DATA emp_type TYPE CHAR6.
PARAMETER p_persg TYPE persg.
PARAMETER p_persk TYPE persk.
PME12-persg = p_persg.
PME12-persk = p_persk.
PERFORM re549d USING 'ZTEST'      “name of feature
                     space
                     emp_type   “output
                     sy-subrc.
write emp_type.
INCLUDE RPUMKC00.                 “program from which the subroutine is called
```

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