

1.1 CREATE PERSONNEL SUB AREAS

BACKGROUND

In this section, you create personnel sub areas for each of the personnel areas created.

SCENARIO

Create personnel sub area

INSTRUCTIONS

Follow the Menu Path: IMG → Enterprise Structure → Définition → Human Resources Management → Personnel Subareas → Create personnel subareas

Click 

Double Click on Create Personnel Sub areas

Enter Personnel area (4 digit) "4600"



Choose Activity

Activities

Perf	Name of Activity
<input checked="" type="checkbox"/>	COPY, DELETE, CHECK PERSONNEL SUBAREA
<input checked="" type="checkbox"/>	CREATE PERSONNEL SUBAREAS

Determine Work Area: Entry

Personnel area

Work Area

4600

☒ Further select cond.

Sap Hr Configuration Guide

**Alison Davis, Jane Shannon, Wayne
Cascio, John Boudreau, James C.
Sesil, Ben Waber, Bashker D.
Biswas, Steven Director**

Sap Hr Configuration Guide:

Sap Hr India Payroll: Technical Reference And Learning Guide Agrawal, Agrawal P. K., 2014 Sap Hr Personnel Administration and Recruitment : Technical Reference and Learning Guide Agrawal P. K., 2010-12-30 SAP is a great software but you need to fully understand its features in order to effectively exploit them for the benefit of customers Mr Agrawal's books on SAP HR have a unique approach A chapter focuses on a single business concept and discusses the user interface as well as its associated configuration Each screen and each field in a screen is explained Explanation includes meaning use case and in some cases guidelines Details are balanced by overviews explaining the concepts and their relationships

Practical Guide to Auditing SAP Systems Martin Metz, Sebastian Mayer, 2019-04-05 What do I need to do to successfully complete an SAP system audit Get expert guidance on the top 12 controls that should be included in your audit activities including accounts and authorizations the changeability settings of tables clients and entire systems change logs and security configuration settings Written with SAP administrators and security consultants in mind this book expertly answers these questions and explores the techniques needed to quickly determine the high level security status of an SAP system Walk through a standard control framework you can use to improve and strengthen the security position of your SAP system Get an overview of the impact of SAP HANA mobile and cloud on SAP audits Basic principles of the audit function Common SAP system audit issues SAP tools and functionality auditors can use including pre defined reports Top 12 controls that should be included in your audit activities *Sap Hr : Om, Pd & Training - Tech Reference & Lear* P. K. Agrawal, 2010-01-30 This book explains all the concepts underpinning the Organizational Management OM Personnel Development PD and Training and Event Management modules of SAP HR It is a comprehensive technical manual which explains every single node of the User Menu and the Configuration The book first gives an overview of a concept explaining what it is how it is used and how it relates to the other concepts It then explains its properties which are fields in a configuration node This book is designed to be used both as a reference manual and a learning guide As a learning guide it offers four views each for a different target audience It can be read from the Senior Management's perspective to gain a broad understanding of the subject and what SAP can do for them Business Process Owners can achieve a higher level of understanding by getting to know more of SAP concepts and how to perform different tasks in SAP Users can acquire a thorough understanding of different tasks and concepts underlying them Functional consultants and proficient users can read the book to gain a complete understanding of the system As a technical reference the book can be used to locate the relevant material through the Table of Contents Index SAP Menu and SAP Customizing Implementation Guide IMG The last two follow the Table of Contents If the reader is in SAP's User Menu or Configuration the chapter number for these nodes can be found in SAP Menu and IMG If a node is not covered in the book the reason for not doing so is mentioned The implementation of SAP HR OM PD and Training can also be guided by the structure of this book Practical Guide to SAP Workflow Agent Determination Gretchen Horn, 2018 Dive into

agent determination in SAP Business Workflow in this comprehensive guide Explore the types of workflow agents and how each agent type is defined Discover how agent types can be defined within the task and workflow definition Explore workflow rules and clarify the various options for defining rules Obtain expert advice on the functionality available to agents for processing work items and how to support them as a workflow administrator Walk through the available reports that focus on the agents of workflow instances and learn how to identify errors pinpoint areas for improvement and reveal bottlenecks in workflow processes Learn about best practices for agent administration and troubleshoot common errors Examine detailed workshops exploring rule definition modeled deadlines ad hoc agents and release procedures Fundamentals of SAP Business Workflow agent types and agent determination Example rules defined using responsibilities ABAP evaluation paths organizational data and BRF Agent administration and reporting Deep dive workshops exploring rule definition modeled deadlines ad hoc agents and release procedures

SAP Malakar Sudipta, 2019-09-20 Phases of SAP Activate Methodology Key features 400 PLUS Real time SAP Activate SAP S 4 HANA Interview questions and answers Numerous Tricky Real time SAP Activate Case Studies and Demos SAP S 4 HANA Approach Guidelines Explore the application scenarios of SAP Activate SAP Activate issues and challenges in large mid and small scale projects and mitigation plan Digital transformation tips and tricks Intelligent enterprise tips and tricks Integration of SAP S 4 HANA with machine learning intelligence Description The book promises to make you understand and practise the SAP Activate Framework The focus is to take you on a journey of all the phases of SAP Activate methodology and make you understand all the phases with real life examples lessons learnt accelerators and best practices Well articulation on how SAP Activate methodology can be used through real world use cases with a comprehensive discussion on Agile and Scrum in the context of SAP Project SAP Activate is an innovative next generation business suite that allows producing working deliverables straight away SAP Activate Methodology is a harmonized agile implementation approach for cloud on premise and hybrid deployments for delivering shippable product increments in an iterative and incremental way What will you learn You will get familiar with SAP S4HANA which is an incredibly innovative platform for businesses that can store business data interpret it analyze it process it in real time and use it when it is needed depending upon the business requirement This book articulates integration of SAP S 4 HANA with machine learning intelligence intelligent enterprise tips tricks SAP Geographical Enablement Framework Agricultural Contract Management SAP Activate issues and challenges in large mid and small scale projects and mitigation plan Fit Gap Workshops Master Data Management Vendor Managed Inventory useful Tips Tricks for successful implementation of any Greenfield or brownfield use of Agile Scrum Kanban XP in SAP S 4 HANA Project and contains 400 PLUS Real time SAP Activate SAP S 4 HANA Interview questions and answers Who this book is for SAP Consultants SAP technical business analysts architects team leads project Leads project managers account manager account executives CEO CTO COO CIO Sr VP and Directors Table of contents 1 SAP Activate Methodology Introduction 2 Journey New Implementation

In Cloud 3 Journey New Implementation On Premise 4 Journey System Conversion for SAP S 4 HANA 5 Journey Landscape Transformation for SAP S 4 HANA 6 Activate Methodology and SAP Activate Top 410 Plus7 SAP S 4 HANA and SAP Activate Test your knowledge8 SAP S 4 HANA and SAP Activate Key TakeawaysAbout the authorSudipta Malakar is an accomplished IT SAP Project Manager Program Manager Agile Coach with 15 years of experience in directing SAP DEV teams in supporting many major fortune 500 clients in multiple large accounts that include more than 7 years of experience in IT Project Program Solution Delivery Management and 5 years of experience in Agile as SCRUM Master Agile Coach He is certified Disruptive Strategy professional from HBX Harvard Business School USA Bachelor degree in Technology B TECH in Chemical Technology from Calcutta University He is certified Sr Project Manager in Prince 2 CSP R CSM R KMP ICP ACC R TKP R ITIL DevOps ISO Lean Six Sigma Black Belt CMMi *SAP MM INVENTORY MANAGEMENT* P.K.

AGRAWAL,2014-07-30 SAP is a powerful software that meets the requirement of business all over the world This well organised book comprising 34 chapters is useful for both beginners and professionals Being a learning guide and a user manual the book will be immensely valuable for all those who are training to be SAP consultant If you are a material production manager a QM professional or a business executive you will find that the book brings a lot of convenience in your work and minimises inventory losses A New Approach to SAP Implementation Structured dialog The dialog between the consultant and the users should be based on the structure of this book The consultant would demonstrate a business transaction e g goods receipt in its simplest form He would then explain the data items on the screens their meaning and significance He would enquire whether the data item is relevant for the client company The data items that are not relevant can be hidden in the implementation and related configuration marked as not required When the consultant would come to a section explaining IMG node his questions to the user would be designed to collect the information required to configure that node Prototyping As the structured dialog continues the consultant would go on doing the configuration By the end of the dialog the consultant would have built a company specific prototype Training and trials The prototype would be a rough cut implementation of SAP for the company It would be used for training the users After training the users would try out the system They would perform routine transactions several times using real life data of their company They would try different scenarios and record their observations Refinement After prototype trials the consultant and the users would sit together to discuss what the users required to do but could not do with the prototype The consultant would use this input to refine the prototype and to build new functionality if needed Configuration manual The documentation of SAP implementation includes a configuration manual This configuration manual should be structured on the lines of this book as explained in Chapter 34 Such a configuration manual will be easy to understand as it groups logically related elements together User manual This book will serve as a generic user manual Company specific user manual can also be structured on the lines of this book including only company specific guidelines for the users Other SAP MM Book by the Author SAP MM Purchasing Technical

Reference and Learning Guide **SAP ERP Financials User's Guide** Heinz Forsthuber, Jörg Siebert, 2010 This book focuses on the practical day to day requirements of working with SAP ERP Financials SAP FI It guides you through the various Financial Accounting functions step by step documents account reports special postings automatic procedures accounts receivable accounting accounts payable accounting general ledger accounting closing operations and asset accounting Numerous tips and tricks designed to help maximize your daily work are included throughout For all users of all SAP releases from SAP R 3 4 6 to SAP ERP 6 0 1 Comprehensive coverage of SAP FI Learn how to make the best use of SAP FI in your daily work with comprehensive coverage of SAP General Ledger and more 2 Tips and tricks for daily work Maximize your time with numerous tips and tricks designed to help you get the most out of the most common tasks features and programs 3 Step by step walkthroughs Master even the most complex functions in SAP FI using step by step walkthroughs enhanced with screenshots and sample scenarios 4 Up to date for SAP ERP 6 0 Understand the new features in SAP FI and SAP Financial Supply Chain Management FSCM 5 Helpful additional resources Find answers quickly in the appendices which include menu paths a full glossary and a complete index Highlights General Ledger Accounting Accounts Receivable Accounting Accounts Payable Accounting Asset Accounting Bank Accounting Closing Operations Overview of the Innovations in SAP FI 6 0 [A Definitive Guide to NetIQ's IDM tokens](#) Geoffrey Carman, 2013-03-17 The Definitive Guide to NetIQ's IDM Tokens is the authoritative guide to the hundreds of Nouns and Verbs which are supported by IDM Geoffrey Carman aka geoffc works at Computer Integrated Services of New York a consulting firm in the New York City region His focus is on Identity Management Geoffrey has written over three hundred articles published at NovellCool Solutions He can also be found in the NetIQ Support Forums answering questions *Sams Teach Yourself SAP in 24 Hours* George D. Anderson, 2011-05-24 Thoroughly Updated and Expanded Includes New Coverage on Cloud Computing for SAP In just 24 sessions of one hour or less you'll master the latest updates on SAP and discover how to succeed with it in real business and technical environments Using this book's straightforward step by step approach you'll learn through practical hands on examples and case studies based on SAP's free demonstration software Each lesson builds on what you've already learned giving you a strong real world foundation with both the business and technical sides of SAP Leading SAP architect and consultant George Anderson starts with the absolute basics thoroughly covers core business reporting and administration tasks and takes you all the way to the cutting edge including how the cloud might be used to support SAP environments Step by Step instructions carefully walk you through the most common SAP tasks Quizzes and Exercises at the end of each chapter help you test your knowledge By the Way notes present interesting information related to the discussion Did You Know tips offer advice or show you easier ways to perform tasks Watch Out cautions alert you to possible problems and give you advice on how to avoid them Learn how to Integrate various cloud resources into your current day SAP environments Understand SAP applications components and architecture Obtain and install the trial version of SAP step by step Use

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The Definitive Guide to HR Management Tools (Collection) Alison Davis, Jane Shannon, Wayne Cascio, John Boudreau, James C. Sesil, Ben Waber, Bashker D.

Biswas, Steven Director, 2013-11-07 A brand new collection of high value HR techniques skills strategies and metrics now in a convenient e format at a great price HR management for a new generation 6 breakthrough eBooks help you help your people deliver more value on every metric that matters This unique 6 eBook package presents all the tools you need to tightly link HR strategy with business goals systematically optimize the value of all your HR investments and take your seat at the table where enterprise decisions are made In The Definitive Guide to HR Communication Engaging Employees in Benefits Pay and Performance Alison Davis and Jane Shannon help you improve the effectiveness of every HR message you deliver Learn how to treat employees as customers clarify their needs and motivations leverage the same strategies and tools your company uses to sell products and services package information for faster better decision making clearly explain benefits pay and policies improve recruiting orientation outplacement and much more In Investing in People Second Edition Wayne Cascio and John W Boudreau help you use metrics to improve HR decision making optimize organizational effectiveness and increase the value of strategic investments You ll master powerful solutions for integrating HR with enterprise strategy and budgeting and for gaining commitment from business leaders outside HR In Financial Analysis for HR Managers Dr Steven Director teaches the financial analysis skills you need to become a true strategic business partner and get boardroom and CFO buy in for your high priority initiatives Director covers everything HR pros need to formulate model and evaluate HR initiatives from a financial perspective He walks through crucial financial issues associated with strategic talent management offering cost benefit analyses of HR and strategic financial initiatives and even addressing issues related to total rewards programs In Applying Advanced Analytics to HR Management Decisions pioneering HR technology expert James C Sesil shows how to use advanced analytics and Big Data to optimize decisions about performance management strategy alignment collaboration workforce succession planning talent acquisition career development corporate learning and more You ll learn how to integrate business intelligence ERP Strategy Maps Talent Management Suites and advanced analytics and use them together to make far more robust choices In Compensation and Benefit Design world renowned compensation expert Bashker D Biswas helps you bring financial rigor to compensation and benefit program development He introduces a powerful Human Resource Life Cycle Model for considering compensation and benefit programs fully addresses issues related to acquisition

general compensation equity compensation and pension accounting assesses the full financial impact of executive compensation and employee benefit programs and discusses the unique issues associated with international HR programs Finally in People Analytics Ben Waber helps you discover powerful hidden social levers and networks within your company and tweak them to dramatically improve business performance and employee fulfillment Drawing on his cutting edge work at MIT and Harvard Waber shows how sensors and analytics can give you an unprecedented understanding of how your people work and collaborate and actionable insights for building a more effective productive and positive organization Whatever your HR role these 6 eBooks will help you apply today s most advanced innovations and best practices to optimize workplace performance and drive unprecedented business value From world renowned human resources experts Alison Davis Jane Shannon Wayne Cascio John W Boudreau Steven Director James C Sesil Bashker D Biswas and Ben Waber

The Ultimate Guide to Building a Google Cloud Foundation Patrick Haggerty, 2022-08-26 Follow Google s own ten step plan to construct a secure reliable and extensible foundation for all your Google Cloud base infrastructural needs Key Features Build your foundation in Google Cloud with this clearly laid out step by step guide Get expert advice from one of Google s top trainers Learn to build flexibility and security into your Google Cloud presence from the ground up Book Description From data ingestion and storage through data processing and data analytics to application hosting and even machine learning whatever your IT infrastructural need there s a good chance that Google Cloud has a service that can help But instant self serve access to a virtually limitless pool of IT resources has its drawbacks More and more organizations are running into cost overruns security problems and simple why is this not working headaches This book has been written by one of Google s top trainers as a tutorial on how to create your infrastructural foundation in Google Cloud the right way By following Google s ten step checklist and Google s security blueprint you will learn how to set up your initial identity provider and create an organization Further on you will configure your users and groups enable administrative access and set up billing Next you will create a resource hierarchy configure and control access and enable a cloud network Later chapters will guide you through configuring monitoring and logging adding additional security measures and enabling a support plan with Google By the end of this book you will have an understanding of what it takes to leverage Terraform for properly building a Google Cloud foundational layer that engenders security flexibility and extensibility from the ground up What you will learn Create an organizational resource hierarchy in Google Cloud Configure user access permissions and key Google Cloud Platform GCP security groups Construct well thought out scalable and secure virtual networks Stay informed about the latest logging and monitoring best practices Leverage Terraform infrastructure as code automation to eliminate toil Limit access with IAM policy bindings and organizational policies Implement Google s secure foundation blueprint Who this book is for This book is for anyone looking to implement a secure foundational layer in Google Cloud including cloud engineers DevOps engineers cloud security practitioners developers infrastructural management personnel and other technical leads A basic understanding of

what the cloud is and how it works as well as a strong desire to build out Google Cloud infrastructure the right way will help you make the most of this book Knowledge of working in the terminal window from the command line will be beneficial **A**

Practical Guide to Service Management Keith D. Sutherland, Lawrence J. "Butch" Sheets, 2023-10-13 Develop and improve the service management capabilities of your organization or business with this comprehensive handbook Key Features A complete pragmatic guide on service management from industry experts Learn industry best practices and proven strategies to establish and improve a service management capability Get hands on with implementing and maintaining a service management capability Purchase of the print or Kindle book includes a free PDF eBook Book Description Many organizations struggle to find practical guidance that can help them to not only understand but also apply service management best practices Packed with expert guidance and comprehensive coverage of the essential frameworks methods and techniques this book will enable you to elevate your organization's service management capability You'll start by exploring the fundamentals of service management and the role of a service provider As you progress you'll get to grips with the different service management frameworks used by IT and enterprises You'll use system thinking and design thinking approaches to learn to design implement and optimize services catering to diverse customer needs This book will familiarize you with the essential process capabilities required for an efficient service management practice followed by the elements key to its practical implementation customized to the organization's business needs in a sustainable and repeatable manner You'll also discover the critical success factors that will enhance your organization's ability to successfully implement and sustain a service management practice By the end of this handy guide you'll have a solid grasp of service management concepts making this a valuable resource for on the job reference What you will learn Discover a holistic approach to managing services Get acquainted with the service management methods frameworks and best practices Understand the significance of a service management strategy Demonstrate your skills to deliver high quality timely services Find out how to become a respected business partner to your customers Recognize the role of governance outcomes and markets Grasp the concept of value capture and maintaining value over time Explore common processes that lay the foundation for effective service management Who this book is for This book is for anyone interested in gaining a general understanding of the value of enterprise IT service management ESM ITSM including but not limited to IT leadership key business managers business process analysts business analysts IT consultants IT professionals project managers systems integrators service desk managers managed service providers solution providers and sales staff Whether you're new to service management or have prior experience you'll find valuable insights in this book **Defense Meteorological Satellite Program (DMSP) User's Guide** Lee G. Dickinson, 1974 **The IT Manual** Kevin Wilson, 2019-06-01 This manual is an effort to compile all of the standard ICT policy and procedure knowledge for a South African company in a single easy to read and use manual which you could print and distribute to all staff Most of this is applicable to any IT function in any Country **SAP HR TIME**

MANAGEMENT P. K. AGRAWAL,2010-08-17 This book explains all the concepts underpinning SAP s HR Time Management Module It is a comprehensive technical manual which explains every single node of the User Menu and the Configuration The book first gives an overview of a concept explaining what it is how it is used and how it relates to the other concepts It then explains its properties which are fields in a configuration node This book is designed to be used both as a reference manual and a learning guide As a learning guide it offers four views each for a different target audience It can be read from the Senior Management s perspective to gain a broad understanding of the subject and what SAP can do for them Business Process Owners can achieve a higher level of understanding by getting to know more of SAP concepts and how to perform different tasks in SAP Users can acquire a thorough understanding of different tasks and concepts underlying them Functional consultants and proficient users can read the book to gain a complete understanding of the system As a technical reference the book can be used to locate the relevant material through the Table of Contents Index SAP Menu and SAP Customizing Implementation Guide IMG The last two follow the Table of Contents If the reader is in SAP s User Menu or Configuration the chapter number for these nodes can be found in SAP Menu and IMG If a node is not covered in the book the reason for not doing so is mentioned The implementation of SAP HR Time Management and documentation can also be guided by the structure of this book

A BETTER WORLD There is a lot we can do to make our world a better world just as we discover better ways to support our businesses Read short articles inside on some of the ideas of World Integration and Improvement Initiative World Government 691 World Language 693 Good Governance 699 City without Traffic Lights 705

SAP is a great software One needs to fully understand its features in order to effectively exploit them for the benefit of customers Mr Agrawal s books on SAP HR have a unique approach A chapter usually focuses on a single business concept and discusses the user interface as well as its associated configuration This logical division makes it easier for readers to understand the functionality Another important feature of these books is the level of detail Each screen and each field in a screen is explained Explanation includes meaning use case and in some cases guidelines Details are balanced by overviews explaining the concepts and their relationships While explaining functionality Mr Agrawal has taken efforts to highlight what can be done and how it is to be done This is particularly important for less experienced users and consultants Indicating chapter numbers against each menu and configuration item is a very useful innovation as it establishes direct link between the SAP system and the book Another useful feature is that these books can be read not only by consultants but also by users business process owners and even by senior managers The importance of each topic for each category of users is specified Mr Agrawal has taken considerable pain in writing these books and I congratulate Mr Agrawal on his achievement and thank him for his contribution to the SAP community K Sanjai Regional Head Asia Pacific Japan SAP Global Delivery

Practical Human Resource Information Systems **SATISH K. BAGDI**,2012-05-09 Practical Guide to Human Resource Information Systems HRIS is a comprehensive presentation on global HRIS implementations and the associated challenges faced in such

global projects It begins with the basic HR and IT concepts and guides the readers through the complete life cycle of HRIS applications spanning from planning to execution Both HR and IT play an equal role in the development of HRIS applications This book will help students from both HR and IT streams in assimilating the intricacies of implementation of HRIS projects HR is one of the most popular ERP product implementation topics in today s business world Its implementation needs a practical discussion using examples from real world The examples the case study and discussions in the book follow an international approach rather than discussing only a single country HRIS implementations A real life case study that flows through various chapters of the book brings out challenges in the implementation of HR specific projects In today s global economy HR is changing fast and dives into areas such as strategy outsourcing mergers and acquisitions M A This book covers all these areas and other topics that are relevant to today s HR world providing more value to the readers It provides illustrations to assist readers in visualizing the topics discussed and in developing a sound understanding of the integration and data aspects of HRIS systems This book will be useful as a text for a course in HRIS wherever prescribed for the MBA HR and MBA IT students The book encourages self directed study and thought process based on references provided at the end of each chapter and hence will also be useful to consultants HR professionals and IT professionals working with HR departments

Sams Teach Yourself SAP R/3 in 24 Hours Danielle Larocca,1999 A reference for end users accounting clerks sales reps shipping and receiving clerks human resources employees etc who merely use SAP as a tool to get their job done this text features coverage is aimed at immediate material so that end users can get back to work on their job functions with the SAP software

Computerworld ,2005-01-03 For more than 40 years Computerworld has been the leading source of technology news and information for IT influencers worldwide Computerworld s award winning Web site Computerworld com twice monthly publication focused conference series and custom research form the hub of the world s largest global IT media network

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