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SAP HR

**Personnel Administration
and Recruitment**

**Technical Reference and
Learning Guide**

P. K. Agrawal



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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

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 **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 **MySAP HR - Technical Principles and Programming** Ewald Brochhausen,Jürgen Kielisch,Jürgen Schnerring,Jens Staeck,2005 This expanded second edition of the bestselling technical reference book gives you an in depth firsthand look at the data structures of SAP HR You can greatly advance your key projects with detailed insights for analyzing and working with this mission critical data and much more First gain a thorough understanding of the concept of information models through which the master data in HR is structured Then learn about the individual information models of personnel administration and time management Following the concise explanations and step by step instruction you ll also quickly discover how to customize key applications and generate special reports while saving time and avoiding costly errors Special features of HR role and authorization concepts are clearly defined from both the functional and technical perspectives This second edition comes with entirely new chapters on interfaces to third party software Query programming customizing of HR forms and BAdIs Highlights include Understanding information models Techniques for accessing HR data Expert insights in roles and authorization Customizing reports Reporting Tools Ad hoc Query and HIS HR Forms Workplace Interface Tools Interface Toolbox BAPIs Optimizing

Employee Self Service ESS **SAP SD Sales Support** Prem Agrawal,2019-10-21 Details and Overviews This is a detailed book that covers every screen of the SAP Menu and IMG Details are preceded by overviews that show the larger picture and linkages between different concepts Learning Guide This book can be used to learn SAP You can start learning SAP using this book even if you know nothing about SAP How to read this book in multiple iterations is explained in the book Technical Reference If you are in SAP menu or IMG and want to find the relevant material in this book it is very easy Both SAP menu and IMG are expanded and section number is provided against each item A New Approach to SAP Implementation You can use this book to implement SAP in a structured way This approach is explained in the book Configuration manual The documentation of SAP implementation includes a configuration manual This configuration manual may be structured on the lines of this book User manual The documentation of an SAP implementation includes a user manual This book should serve as a generic user manual Company specific user manual may also be structured on the lines of this book and may include only company specific guidelines for the users **Learn SAP HR in 24 Hours** Alex Nordeen,2020-04-03 SAP HR HCM is a very popular in the SAP ERP landscape Learn SAP HR HCM in 1 Day serves as beginner guide for a crash course in SAP HR HCM module SAP Human Resource aka Human Capital Management deals with HR related activities Who This Book Is For If you have a background is with SAP ERP product and want to learn about HR and leverage your configuration skills then this book is for you Here is what you will learn Table Of Content Chapter 1 Infotypes 1 What is an Infotype 2 How to create an Infotype 3 How to Display an Infotype 4 How to Change an Infotype 5 How to Copy an Infotype 6 How to Delete an Infotype 7 How to Display Overview of an Infotype 8 SAP Fast Entry Tutorial Chapter 2 Actions 1 How to view all Infotypes Saved for an Employee 2 All About Infotype 0003 Payroll Status 3 What are Time Constraints 4 SAP Personnel Actions Tutorial 5 How to delete a Personnel Number in SAP Chapter 3 Organizational Management 1 What is structures in SAP Different types of structures 2 Learn Organizational Management OM in SAP HR 3 How SAP HR organization works as a single unit 4 How to maintain organizational management infotypes in SAP 5 Introduction to Organization and Staffing Transaction Chapter 4 Organizational Unit 1 How to create an Organizational Unit 2 How to create an Org Unit within Existing Structure Chapter 5 Position 1 How to Create a New Position 2 How to Copy a New Position 3 How to Delimit a Position 4 Identify a Position as Head of Org Unit 5 How to assign a Job Cost Center to a Position Chapter 6 Time 1 Learn Time Management using SAP HR 2 How to Run Time Evaluation in SAP HR 3 How to Check Time Evaluation Results in SAP HR Chapter 7 Payroll 1 Overview of Payroll Process in SAP 2 What is Payroll Area and Payroll Period 3 All About Payroll Control Record 4 How to Execute Payroll in SAP 5 How to Check Payroll Results using PC_PAYRESULT 6 How to Delete Payroll Results 7 How to Execute Payroll in Background 8 What is Off Cycle Payroll 9 How to Audit Payroll 10 What is Matchcode W 11 Different categories of WageTypes in SAP Chapter 8 Post Payroll Run Activities 1 All About Bank Transfer using DME in SAP 2 How to Create a Bank Key 3 Posting to General Ledger 4 All About Ad Hoc Query **SAP HCM - A Complete Tutorial** Ganesh Karthik

S,2014-06-25 This book is a simple tutorial guide with practical issues and their solutions aimed at enabling readers to implement the various features of the SAP HCM module If you are familiar with ERP products and would like to leverage knowledge and fine tune your configuration skills then this book is for you This book is aimed at readers who want to learn about SAP HCM and its most popular functionalities

HR Personnel Planning and Development Using SAP Christian Krämer,Christian Lübke,Sven Ringling,2004

Discover SAP ERP HCM Greg Newman,2009 Whether you re a decision maker consultant or administrator considering implementing SAP ERP HCM SAP HR or even if you re entirely new to SAP this insightful detailed guide will give you a complete overview of what SAP ERP HCM is all about You ll learn about the core functionality how it works and how it will benefit your company Everything from recruitment through benefits management and payroll is explained using real world examples and case studies

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Highlights Recruitment Talent Management Employee Administration Organizational Management Learning Management Global Employee Management Time and Attendance HCM Processes and Forms

Mastering HR Management with SAP Christian Krämer,Sven Ringling,Song Yang,2006

Integrating SAP SuccessFactors Donna Leong-Cohen,Vishnu Kandi,Rinky Karthik,Seng-Ping Gan,2020 Transitioning to cloud HCM With this guide learn how to integrate SAP SuccessFactors into your HCM landscape Connect Employee Central to SAP ERP SAP S 4HANA and third party systems and perform cross module talent integrations between Recruiting Onboarding Learning and more Then create custom integrations using APIs the Integration Center SAP Cloud Platform and templates to suit your organization s specific requirements Chart your own path to HCM in the cloud In this book you ll learn about a Employee Central Integrations Configure the packaged integrations between Employee Central and SAP ERP or SAP S 4HANA and migrate your personnel data using the InfoPorter Learn how to connect to Employee Central Payroll and third party systems such as Kronos or Benefitfocus

- a Talent Integrations Integrate SAP SuccessFactors talent modules such as Recruiting Performance Goals Learning and more Enable the attract and acquire pay for performance and identify and grow processes in your SAP SuccessFactors landscape
- c Custom Integrations Where standard integrations end custom integrations begin Determine whether your requirements merit custom work and learn how to create your own integrations Walk through use cases and step by step examples for using APIs the Integration Center SAP Cloud Platform or templates

Highlights include

- 1 SAP ERP HCM and SAP S 4HANA
- 2 Employee Central
- 3 Employee Central Payroll
- 4 Recruiting and Onboarding
- 5 Learning
- 6 Compensation and Variable Pay
- 7 Performance and Goals
- 8 Custom integrations
- 9 SAP Cloud Platform
- 10 Integration Center

11 Data migration 12 Third party systems

SAP MM CONSUMPTION BASED MRP : TECHNICAL REFERENCE AND

LEARNING GUIDE AGRAWAL, P. K.,2016-03-11 Consumption based MRP is an important business process in almost every company In SAP you can plan material requirements based on consumption SAP provides important functionalities like determining net requirement procurement dates etc This book explains all the concepts underpinning SAP s MM

Consumption based MRP Module It is a comprehensive technical manual which explains every single node of the User Menu and the Configuration The book is organized in chapters that are important business activities The author has taken care to balance details with overviews that explain linkages between concepts In this book like author s earlier books he explains every screen of SAP MM Consumption based MRP Divided into 16 chapters the book clearly explains both the SAP Menu and the Customizing Implementation Guide It also indicates the chapter number where these are covered thereby creating a direct link between the book and the SAP software The implementation of SAP MM Consumption Based MRP and documentation can also be guided by the structure of this book E-Recruiting with SAP ERP HCM Jeremy

Masters,Christos Kotsakis,Venki Krishnamoorthy,2010 This book provides a practical guide to configuring and using SAP E Recruitment effectively in the real world It is written to teach SAP ERP HCM users and the implementation team what the E Recruiting tool is so that you can use it effectively in your recruitment process and integrate it easily with other HCM components Beginning with an overview the book progresses through the configuration process from a real workflow perspective which covers the processes in the order in which they are used in a real recruiting project The book also details how to integrate E Recruiting with other SAP components and as applicable examples of companies using E Recruiting successfully are integrated throughout In addition all important aspects of SAP ERP 6 0 are covered in detail as are the key touch points integration with the other SAP HCM components including Organizational Management Personnel Development and Personnel Management Key topics you ll find include demystifying the setup and running of E Recruiting and initiating first requirements to fill a vacant or new position post through the use of Requisition Management and the configuration tied to the Requisitions And the book covers advertising vacancies application and applicant tracking reporting and retaining applications by initiating Talent Management This is the one resource you need for getting the most out of SAP ERP HCM E Recruiting

HR Reporting with SAP Hans-Jürgen Figaj,Richard Haßmann,Anja Junold,2007-11 The reporting requirements in HR are manyfold as are the available solutions This comprehensive book describes how you can use the powerful reporting tools of the SAP system efficiently and in a goal oriented manner You will first get to know the details of the reporting tools Standard SAP Report Query SAP NetWeaver BI and Customer Report How can they be used and which options do they provide What are their strengths and weaknesses What do you need to know when using them After this introductory part the book describes various real life examples in order to demonstrate how you can use the tools in the different HCM modules in the best possible way You will get to know selected standard reports as well as the SAP NetWeaver

BI Standard Content for each module In addition you will learn how you can make the reports available to users The book describes the area menu the Human Resource Information System the Manager s Desktop and the SAP NetWeaver Portal in great detail It also discusses the requirements of reporting in an international context and how you can resolve problems related to authorization The book is based on SAP ERP 6 0 and can be used with Release R 3 Enterprise or higher Topic Highlights Process Oriented Reporting Concept Basics of Reporting in SAP ERP HCM Reporting Tools Standard SAP Report Queries SAP NetWeaver BI Customer Report Reporting in the Different HCM Modules Personnel Administration Organizational Management Recruiting Payroll Accounting Time Management Personnel Development Event Management Cost Planning Presentation of Reports Area Menu HR Information System HIS Manager s Desktop SAP NetWeaver Portal

SAP ERP HCM Performance Management Jeremy Masters,Christos Kotsakis,2008 Finding and retaining talented employees is critical to every organization s success But do you have an effective process for managing employee performance Are strategic initiatives being met or even tracked If you re an SAP HCM professional analyst or consultant interested in managing employee performance this indispensable book will help answer these questions Using the practical information and best practices provided you ll discover new methods for process improvement and you ll find detailed guidance on designing building and deploying an effective strategy The book is composed of two parts Overview and Process and System Functionality and Implementation which provides both functional and technical insight based on real world implementation experience Special attention is given to explaining the common deployment pain points and the mitigation steps to alleviate these issues The book covers the latest releases including the R 3 Enterprise Release 4 7 SAP ERP 2004 ECC 5 0 and SAP ERP 2005 ECC 6 0 Highlights Include Corporate Strategy Goals versus Objectives Development Planning Objective Setting and Appraisal OSA module Appraisal Catalog Transaction PHAP_CATALOG Security Authorizations Business Add Ins BAdIs Reporting Business Intelligence SAP Netweaver Integration including iView configurationForeword by Vincent StabileSenior Vice President of PeopleJetBlue Airways **SAP Successfactors Employee Central** Luke Marson,Rebecca Murray,Murali Mazhavanchery,2016 With this guide move to SAP s next generation HR information system Cement your foundation in Employee Central concepts and see how it integrates with the SAP SuccessFactors HCM Suite Enhance your implementation further with position and workforce management employee data Employee Central Payroll reporting and more Finally walk through integration steps for strategic use with external systems In a cloud based world this HRIS has it all Employee Central BasicsLearn the Employee Central lingo with information on Employee Central s framework data models foundation objects events transactions extensibility and more Features and FunctionalityEmployee Central has a wealth of functionality Learn to manage employee data with information on hiring termination time sheets benefit programs and transfers and employee time with absences Set up and configure position and workforce management and maintain payroll and tax information with Employee Central Payroll IntegrationTake Employee Central one step further Develop and

implement a strategy for integrating with SAP ERP applications third party cloud applications and third party vendors
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