

Creating an Organizational Structure

Before we go ahead and create an Organizational Structure, let's have a quick look at the terminology used in the organization structure.

Structures in SAP HCM

1. Organizational structure.
2. Enterprise structure.
3. Personnel structure
 - Pay scale structure
 - Applicant structure
 - Wage type structure

1. Organizational structure: It contains organizational objects /elements. These are called building elements.

Organizational objects / elements are:

Organizational objects	Org. key
Organizational unit	O
Job	C
Position	S
Person	P
Cost center	K
Task	T
Task group	Ts

If we create any organizational object, System will assign a eight digit numeric number, which is called unique Number.

1. Organizational Unit: Represents a functional unit in your enterprise. Human Resources department, for example. According to how tasks are divided up within an enterprise, this could be a department, group or project team, plant, for example. Organizational units differ from other units in an enterprise such as personnel areas, company codes, business areas etc. These are used to depict structures (administration or accounting, for example) in the corresponding components.

Kinds of organizational units

A). Main Organizational unit / Root organizational unit: Whatever the organization we create for the first time is called Main organizational unit.

B). Sub organizational unit: Under Main org. unit whatever we create is called sub org.units.

2. Job: Jobs, in contrast, are classifications of functions in an enterprise (administrator, for example), which are defined by the assignment of characteristics. Jobs serve as job descriptions that apply to several positions with similar tasks or characteristics.

Jobs are used as templates to create Positions that means to say without a job we can't create a position.

Sap Hcm Organizational Management Guide

SJ Ball



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