

SAP HR Contents

1. SAP R/3 Architecture

2. Organization Management

❖ Enterprise Structure

- Creating Company Code
- Personnel Area
- Personnel Subarea

❖ Personnel Structure

- Employee groups
- Employee Subgroups

❖ Organization Structure

- Creating Organization unit
- Positions
- Maintaining Jobs
- Task
- Configuring Report Structure
- Account Assignment
- Setting integration with other components
- INFOTYPES of OM
- Numbers Range

3. Time Management

❖ Work Schedule

- Defining Holiday Calendar
- Defining Factory Calendar
- Personnel sub-group& DWS grouping
- Creating Daily Work Schedule
- Creating Period Work Schedule
- Define Day Types and Planned Working Hours
- Features-SCHKZ & TMSTA

❖ Time Data Recording & Administration

- Absences
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- Substitution
- Availability
- Absence Quota
- Features: HRSIF

4. Personnel Administration

❖ Pay Scale Structure

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- Pay Scale Type
- Pay Scale Group
- Pay Scale Level

❖ Wage Type Structure

- Basic –Earnings
- Recurring Payments & Deductions
- Additional Payments
- Off Cycles

❖ Personnel Actions

- Info Groups
- Personnel Actions(Hiring)
- Configuration of Master Data
- Maintenance of INFOTYPES

5. Payroll

❖ Basic Settings

- Date Modifier
- Period Parameter
- Integration of OM with PA Module
- Generation of Payroll Period
- Pay Scale grouping for Allowances
- Calendar for Cumulating

❖ Customization of Wage types

- Basic Pay
- Dearness Allowance, Housing Rent Allowances, LTA and Bonus
- Statutory Social Contribution(PF, ESI &Gratuity)
- Long Term Reimbursements(SFS& HFS)
- Taxes(Income Tax & Professional tax)

❖ Payroll Execution

- Features, variants
- 0008, 0014, 0015
- Concept of PCR & CAP
- Data-Medium Exchange
- Posting to FI/CO & Reporting

6. Recruitment

❖ Customization in IMG

- Workforce Requirement
- Advertisement & Job Posting
- Applicants Structure
- Applicant Status
- Feature- STATU
- Transferring application data

❖ Applicant Actions

- Customization of Applicants Data
- Recruitment Info types

7. Reporting

- Reporting tools – Adhoc query, HIS query and SAP query
- Knowledge of logical database

8. Case Studies

9. Projects