

Hcm Guide Implementation Sap

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Navigate your SAP HCM implementation with this essential guide, designed to provide comprehensive insights and best practices for deploying SAP Human Capital Management solutions. This resource details crucial steps, potential challenges, and strategic approaches to ensure a successful and efficient rollout, helping your organization maximize the value of its SAP HR implementation strategy.

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Implementing SAP SuccessFactors

This book is about the SAP SuccessFactors system and the implementation process. Its primary objective is to help the reader ensure a successful implementation. It does this by making them more familiar with the HCM suite, helping them to understand and navigate the pitfalls, and providing detailed guidelines on how to manage the implementation.

Authorizations in SAP ERP HCM

This book is a practical guide to all areas of authorizations in SAP ERP Human Capital Management (HCM). Whether you're implementing an authorization plan for the first time, redesigning a plan, looking for details about the general, structural, and context-dependent authorization checks, or you just want to learn about authorization roles in HCM components — you'll find the answers here. All of the most essential reports are covered, along with useful tips regarding authorizations for customer-specific reports. And, it includes tips and critical success factors for efficient troubleshooting after the go-live phase, as well as insights into solutions for selected problem areas to help you successfully manage your daily work with SAP ERP HCM (ERP 6.0). So, whatever questions, needs, or issues you have related to authorizations with SAP ERP HCM, this is the one resource you need.

Sap Enterprise Learning

SAP Enterprise Learning, provides a comprehensive environment for organizations training and knowledge transfer needs through classroom and computer-based training, virtual learning events, Web-based training, and collaboration features. This book provides a go-to reference that will help you whether those just considering SAP Enterprise Learning or looking to improve their current Enterprise

Learning solution. It is the one resource needed to learn about the power of this comprehensive solution and teach users how to implement and optimize it effectively.

Organizational Management in SAP ERP HCM

This book puts Organizational Management under the microscope. Focus on OM basics like objects and relationships, and then move to advanced tools like Manager Self-Services, Manager's Desktop, and the Organization and Staffing interface. Learn about evaluation paths, hierarchy reporting, and how you can strengthen the foundation of your human resources system through integration. Make sure your organizational and reporting structure is up to par Organizational Management Basics Learn OM basics, including the object-oriented concept and object relationships. Maintain objects and relationships using implementation guides, end user interfaces, and other tools. Key OM Tools Discover and explore the tools delivered by SAP to maintain objects and relationships, such as MSS and MDT, the Organization and Staffing interface, Simple Maintenance, General Structure, Expert Mode, and more. Reporting in OM Explore the different reporting tools and see how you can create flat reports, analytical reports, statistical reports, and more. Highlights: Object-oriented concepts Evaluation paths MSS and MDT interfaces Infotype maintenance Matrix structure PNP/PNPCE, PAP, and PCH databases Reporting tools Implementation guides Integration switches SAP SuccessFactors

SAP Successfactors Employee Central

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 Basics Learn the Employee Central lingo with information on Employee Central's framework, data models, foundation objects, events, transactions, extensibility, and more. Features and Functionality Employee 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. Integration Take Employee Central one step further. Develop and implement a strategy for integrating with SAP ERP applications, third-party cloud applications, and third-party vendors. Highlights: Foundation objects Employee data Events and workflows Role-based permissions Data imports and migration Employee time and benefits Implementation and integration Reporting Mobility Position and workforce management Employee Central Payroll

Mastering Configuration in SAP HCM

Mastering Configuration in SAP HCM: A Comprehensive Guide to Human Capital Management Module Table of Contents 1 Introduction to SAP HCM 1.1. Overview of SAP HCM (Human Capital Management) 1.2. Importance of HCM in an organization 1.3. Key components of SAP HCM module 1.4. How SAP HCM integrates with other SAP modules 2 SAP HCM Configuration Basics 2.1. Understanding the SAP implementation methodology (ASAP) 2.2. SAP HCM implementation phases 2.3. Configuration vs. customization 2.4. The SAP HCM Configuration roadmap 2.5. Navigating SAP HCM using the SAP GUI 3 Organizational Management Configuration 3.1. Introduction to organizational management 3.2. Defining organizational plan and structure 3.3. Configuring organizational units, jobs, and positions 3.4. Assigning relationships and managing infotypes 3.5. Integrating organizational management with other HCM components 4 Personnel Administration Configuration 4.1. Introduction to personnel administration 4.2. Enterprise and personnel structures 4.3. Configuring personnel actions and infotypes 4.4. Dynamic actions in personnel administration 4.5. Configuring time constraints and feature dependencies 5 Time Management Configuration 5.1. Introduction to time management 5.2. Configuring work schedules and public holidays 5.3. Time data recording and administration 5.4. Absence and attendance management 5.5. Time evaluation and reporting 6 Payroll Configuration 6.1. Introduction to SAP HCM Payroll 6.2. Configuring payroll area, control record, and payroll schema 6.3. Wage type configuration and management 6.4. Payroll process and off-cycle payroll activities 6.5. Payroll reporting and analysis 7 Personnel Development and Talent Management Configuration 7.1. Introduction to personnel development and talent management 7.2. Configuring qualifications, requirements, and appraisals 7.3. Career and succession planning 7.4. Learning and event management 7.5. Performance and goal management 8 Compensation Management and Benefits Configuration 8.1. Introduction

to compensation and benefits management 8.2. Configuring compensation plans, wage types, and eligibility rules 8.3. Configuring benefits plans and enrollment 8.4. Integration with payroll and time management 8.5. Reporting and analysis in compensation and benefits management 9 ESS/MSS (Employee and Manager Self-Service) Configuration 9.1. Introduction to ESS/MSS 9.2. Configuring ESS/MSS applications and services 9.3. Customizing ESS/MSS user interface and workflows 9.4. ESS/MSS security and authorization concepts 9.5. Integration with SAP HCM components 10 Reporting and Analytics in SAP HCM 10.1. Introduction to HCM reporting and analytics 10.2. Standard HCM reports and report categories 10.3. Custom report creation using Ad Hoc Query and SAP Query 10.4. Advanced analytics using SAP HANA and BW

SAP SuccessFactors Employee Central

Ready for SAP SuccessFactors Employee Central? First, master the Employee Central workforce admin functionality. Next, learn to configure permissions, implement mass changes, and set up workflows, company structures, and business rules. Finally, explore integration with SAP and third-party applications to get the most out of your HR setup.

Integrating SAP SuccessFactors

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. b. 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 SuccessFactors Employee Central

Revised edition of the authors' SAP SuccessFactors employee central, [2016]

Time Management with SAP ERP HCM

Learn how to optimize the planning and administration of your employees' working times and activities using SAP ERP HCM Time Management. This detailed reference will teach you everything you need for understanding, implementing, and configuring Time Management. Beginning with an overview, the book progresses through the basics of implementation, including what is important during the blueprinting stage, and how to integrate Time Management with other components. From there it moves on to cover the segments of Time Management configuration and customization that an implementer will follow. It also includes design considerations on how to use each infotype and which infotypes are required based on particular decisions. In addition, the book offers insight into how to configure the particular components, and how the items of the configuration fit together. The book concludes with a chapter on more advanced topics, including incentive wages, concurrent employment, web applications, and security and authorizations.

SuccessFactors with SAP ERP HCM

Become a pioneer of SAP's next-generation, cloud-based HR solution with this comprehensive guide to SAP SuccessFactors From cloud computing basics to implementing processes and transactions in Employee Central, get the know-how you need to simplify your HR operation. Updated and revised, additional coverage includes new integration packages, a Job Profile Builder, added SAP HANA

Cloud Platform info, MDF details, and more. See how SAP SuccessFactors can improve your HR workflow Highlights: SuccessFactors HCM suite Cloud-based HR Employee Central and Employee Central Payroll Job Profile Builder Metadata Framework extensibility Administration and implementation Compensation, Recruiting, Learning modules SuccessFactors Mobile app SAP HANA Cloud Platform Onboarding SAP Jam

Integrating SuccessFactors with SAP

Looking to move your patchwork of HCM solutions into the cloud? Whether you're making the jump to SAP SuccessFactors all at once or in parts, you need to understand what deployment options are available and how to integrate SuccessFactors functionality into your HR landscape. Learn to apply prepackaged or planned integration scenarios and walk through case studies that model the use of templates and APIs. With SuccessFactors, the question isn't what to aim for--it's how to get there.

1. Deployment Models Full cloud? Talent hybrid? Side-by-side? Examine each deployment model, its primary use case, and best practices to guide your implementation. 2. Integration How can you bring SuccessFactors into your existing HCM arrangement? Explore custom templates and APIs to relaunch your HR arrangement. 3. Implementation Details Get step-by-step instructions for implementing specific models like Employee Central and Recruiting during full cloud and talent hybrid integrations. Highlights: SuccessFactors Implementation Deployment Integration APIs Rapid-deployment solutions Full Cloud HCM deployment Talent Hybrid deployment Side-By-Side HCM deployment

SAP HR TIME MANAGEMENT

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 R/3 Implementation Guide

Make sure time is on your side, with this comprehensive guide to Time Management with SAP! Learn to set up and use time management functionalities in SAP ERP HCM. Configure work schedules, time quotas, and time recording tools, and learn how to best use the solution with expert tips and tricks. Finally, integrate Time Management with other SAP modules and third-party systems to get the most out of your system. You'll be on the clock in no time!

Time Management with SAP ERP HCM

Self-service for employees and managers has received widespread acceptance and is now being used by companies throughout the world. If you are working on or considering an SAP ERP HCM Employee Self-Service (ESS) and Manager Self-Service (MSS) implementation, this is the resource you need. This book is written for HR and IT professionals, project managers, and consultants. It covers the project cycle from design to implementation, beginning with the details of why self-service is important to organizations, how it fits into a service delivery strategy, and how to approach developing a business case. An overview of ESS and MSS is provided along with details on the technical implementation, including the homepage framework, OADP (Object and Data Provider), and the underlying configuration. Self-service fundamentals are also explained, including installation and setup, and a full review of the standard components available in SAP ESS and MSS Business Packages is included. More advanced topics, including delegation, workflow, and security authorizations are covered, and a case study and lessons-learned section provides real-world insights from past experiences.

Implementing Employee and Manager Self-services in SAP ERP HCM

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.

Mastering HR Management with SAP

You know that talent management is more than just picking the right person for the job. Understand how your organization can attract and retain the top-tier employees it needs to thrive. Aided by screenshots and diagrams, grasp the overall strategy, data structure, core components, and fundamentals of talent management, and see what sets SAP ERP HCM Talent Management apart from its peers. This guide will help you navigate the Talent Management terrain so your organization can develop an optimal workforce. 1. Talent Management MapPiece together the Talent Management modules and chart their integration points. 2. A Year in the LifeWalk through talent management processes alongside Frank Jenkins, a fictional prospective employee, as he is hired by and developed within an example company in the first year of employment. 3. Performance ReviewLearn the importance of manager feedback in ongoing personnel development, and plan when and how to extend it. 4. Talent Management OutlookStay informed of the trends that are shaping the future of this growing HCM space. 5. Technical ConsiderationsEnsure a solid foundation for your implementation and enable a stable system landscape by understanding the technologies that support Talent Management. Highlights Include: E-Recruiting Performance Management Learning Solution Enterprise Compensation Talent Assessment Development Plan Organizational Management Personnel Administration Jobs and Qualifications Catalog Workforce Planning SAP Talent Visualization by Nakisa

E-Recruiting with SAP ERP HCM

Strategically managing compensation is a key human capital management initiative that can greatly impact your company's success, and with SAP ERP HCM Enterprise Compensation Management you have the tools you need for an effective and consistent strategy. So if you're an HR professional, IT professional, or SAP ERP HCM consultant who needs to know how to deliver and support a successful enterprise compensation implementation using SAP, you'll find exactly what you need in this detailed, practical book. Quickly learn the configuration and development strategies needed for a successful implementation and find out which tools are available to effectively manage and support both monetary and nonmonetary budgets, as you explore the budgeting cycle from preparation, initialization, and maintenance to closure. Then, discover how effectively ECM integrates with other SAP ERP HCM modules, including personnel administration, organizational management, personnel cost planning, performance management, and payroll. The authors go well beyond the basics to explore job pricing functionality, including the process of setting up vendors, participating in salary surveys, importing market data from surveys, analyzing market data, and updating pay structures. Plus, they provide you with unparalleled insight into advanced issues in a typical ECM implementation such as on-cycle growth and/or organizational promotions during the compensation cycle, off-cycle increases, and second level approval of compensation.

Talent Management with SAP ERP HCM

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\

Enterprise Compensation Management with SAP ERP HCM

This completely updated and expanded second edition guides you through the entire HR management process using SAP ERP Human Capital Management. You'll learn the ins and outs of personnel administration and recruitment, how to transfer HR data to the financial and cost accounting departments, and much more. With this practical book, you'll be introduced to the core functionality of SAP ERP 6.0 HCM and learn the key principles of customization. Each chapter explains the relevant concepts and business principles of an HR process, and provides real-life examples with practical guidance to teach you how to optimize this powerful component. Plus, learn how to integrate with Personnel Planning and Development, and explore E-Recruiting, ESS/MSS, Quality Assurance, the Internal Control System (ICS), and more!

SAP ERP HCM Performance Management

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.

Mastering HR Management with SAP ERP HCM

This expertly written guide dives into how to create effective strategies for rolling out SAP S/4HANA. Identify the best rollout approach for your organization. Take a deep dive into the most common approach and learn how to build a global template, including how to manage localization. Explore best practices for how to structure, harmonize, and standardize processes. Get recommendations on what the global template governance organization should look like, both from a business and an IT perspective. Obtain guidance on organization organizational structures, activities, deliverables, and responsibilities. Get best practices on how to manage changes to a global template and manage post-rollout training and care. - Complete guide to SAP S/4HANA roll-out projects - Choosing the right approach for your organization - Global template - Implementation guidelines

SAP Employee Self-service, Release 4.6C

This book provides a framework and a complete plan to enable business and technical managers to make the optimal decisions that are necessary for the successful implementation of SAP in their organizations. Valuable information is provided on management tools, technical details, and case studies involving cultural/people issues.

Sap Hr : Om, Pd & Training - Tech Reference & Lear

SAP can help you capture better information and deliver it more quickly, allowing you to make better decisions and maximize the business value of everything you do. However, SAP implementations require massive effort, total buy-in, and significant change throughout the organization. In *SAP Implementation Unleashed*, 10 expert SAP project managers, functional consultants, and technologists guide you through the entire journey, helping you avoid pain and pitfalls and gain all the benefits of SAP. The authors introduce start-to-finish business, technical, and project management roadmaps for successful SAP implementation. Then, drawing on their immense experience, they walk you through the entire process of planning and deployment—addressing make-or-break issues and hidden gaps that other guidebooks ignore. You'll discover how to employ processes, models, and toolsets that help you achieve implementation excellence while systematically reducing cost and business risk. Along the way, you'll find actionable advice and real-world insight into innovative project management, best-suited leadership, effective load testing, contemporary infrastructure implementation, and more. George W. Anderson is responsible for providing enterprise applications thought leadership for the EDS/HP office of the CTO. A long-time SAP consultant and PMI-certified project manager, George has authored several best-selling books and enjoys new challenges. Charles D. Nilson is a senior program manager for EDS/HP and has led many successful SAP implementation teams over the years. He is a PMI PMP and is SAP Partner Academy certified in MM and PP. Tim Rhodes is a senior SAP technical consultant for EDS/HP and a Basis/infrastructure veteran focused on implementing, migrating, and upgrading SAP Business Suite and NetWeaver solutions. Tim is also an SAP-certified technical consultant, OCP, MCSE, and HP Master ASE. Detailed Information on How To... Define the business vision driving your implementation, and use it to design your solution Use TCO techniques to fully understand SAP's financial impact in your organization Structure your SAP project management office, business teams, technical support organization, and overall project team Size, plan, and test your SAP infrastructure to deliver the best performance and availability at the best cost Integrate SAP into an SOA environment Install and configure SAP Business Suite and NetWeaver components Perform basic functional configuration, testing, and change management activities Enable a smooth transition by successfully performing the critical tasks that immediately precede SAP Go-Live Choose the right mix of tools and applications to test, manage, and monitor SAP Prepare your SAP Operations team for its post-implementation responsibilities

SAP S/4HANA Rollout Strategies and Best Practices

This book teaches users how to use the SAP HR Forms Workplace (Form Builder) and its Smart Forms and SAP Interactive Forms by Adobe tools to create flexible forms to deliver their HR master data, time data, and payroll results in a professional style. It shows users how to consistently select, conveniently design, and effectively print data from the different sources. It explains how to design remuneration and time statements with both tools, and then how to customize them for specific business requirements. From there the authors show you how to integrate forms with existing applications, including time management and payroll. They also cover form maintenance in HR Forms Workplace, and authorizations in the HR Metadata Workplace. This is the one resource users need to learn how to create and maintain their own HR forms.

Implementing SAP R/3

Master the SAP product ecosystem, the client environment, and the feasibility of implementing critical business process with the required technical and functional configuration. SAP Project Management Pitfalls is the first book to provide you with real examples of the pitfalls that you can avoid, providing you with a road-map to a successful implementation. Jay Kay, a SAP Program Manager for Capgemini, first takes a deep dive into common pitfalls in implementing SAP ERP projects in a complex IT landscape. You will learn about the potential causes of failures, study a selection of relevant project implementation case studies in the area, and see a range of possible countermeasures. Jay Kay also provides background on each - the significance of each implementation area, its relevance to a service company that implements SAP projects, and the current state of research. Key highlights of the book: Tools and techniques for project planning and templates for allocating resources Industry standards and innovations in SAP implementation projects in the form of standard solutions aimed at successful implementation Managing SAP system ECC upgrades, EHP updates and project patches Learn effective ways to implement robust SAP release management practices (change management, BAU) Wearing a practitioner's insight, Jay Kay explores the relevance of each failed implementation scenario and how to support your company or clients to succeed in a SAP implementation. There are many considerations when implementing SAP, but as you will learn, knowledge, insight, and effective tools to mitigate risks can take you to a successful implementation project.

SAP Implementation Unleashed

A guide to the pitfalls and perils you might encounter when setting up SAP R/3 in your company. --

Creating Forms in SAP ERP HCM

Locate infotypes by SAP ERP HCM module and in numerical order Get concise explanations of important infotypes' functionalities and uses Learn how and when to create a custom infotype Covers more than 250 HR infotypes As an SAP ERP HCM user or consultant, you know that data is vast and that its maintenance and storage are key to any successful HCM implementation. This handy resource balances big-picture HCM concepts with detailed infotype coverage. Learn how to maintain and store data in the SAP ERP HCM system, how to identify the best infotype for a given task, and how and when to design a custom infotype. With this quick reference, you can finally access important HR infotype information without Internet searches or forum appeals. Infotypes by Module Get the details on where and when to use each infotype, what its functionality is, and how to configure it. Detailed Look Screenshots and reference tables include details on fields and subtypes for individual infotypes. Country-Specific Coverage Explore important infotypes that apply only to implementations in one specific country. Put it All Together Connect the dots between infotypes that span various SAP ERP HCM modules to effectively cover each employee's full lifecycle. See the Big Picture See where infotypes fit into the HCM application, including structured data, authorizations, and reporting and analytics.

SAP Project Management Pitfalls

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 in 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 structure 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

HR Personnel Planning and Development Using SAP

From routine training to certification updates, this book shows you how SAP SuccessFactors handles learning management. Configure and use key SAP SuccessFactors Learning functionality: instructor-led training, content management, on-the-job training, and more. Apply experts' best practices so your SAP SuccessFactors Learning implementation project makes the grade--

SAP R/3 Implementation Guide

SAP implementation Complete Self-Assessment Guide.

SAP ERP HCM Infotypes

Your SAP HR system needs more than just a pretty face--get the information you need to work with your backend system This book will help you to master the technical aspects of SAP ERP HCM, starting with the basics of its architecture, and moving to more advanced concepts like authorizations and performance programming. With the help of screenshots and detailed instructions, you'll acquire new skills in no time flat. In addition, get the latest updates for SAP HANA, SAP Fiori, and HR Renewal. Highlights: Data conversion and migration BAPIs, Interface Toolbox, and ALE Custom enhancements Reporting tools ABAP List Viewer Authorizations and related enhancements HR Forms Workplace HR Renewal Integration with SuccessFactors SAP Fiori Floorplan Manager SAP HANA

Learn SAP HR in 24 Hours

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. 1. Discover what SAP ERP HCM is all about Find concise topic overviews, definitions of important terminology, and useful tips to help you build a solid understanding of key functionality. 2. Gain detailed knowledge Learn how SAP ERP HCM can work in your business by reading the in-depth discussions of the applications and tools offered. 3. Find out how it all works Explore how the functionality of HCM works, and how it can help you manage your HR processes. 4. Learn from real-world scenarios See how SAP ERP HCM works, using a variety of practical examples and case studies. Highlights: Recruitment Talent Management Employee Administration Organizational Management Learning Management Global Employee Management Time and Attendance HCM Processes and Forms

SAP SuccessFactors Learning

Over the last few years, financial statement scandals, cases of fraud and corruption, data protection violations, and other legal violations have led to numerous liability cases, damages claims, and losses of reputation. As a reaction to these developments, several regulations have been issued: Corporate Governance, the Sarbanes-Oxley Act, IFRS, Basel II and III, Solvency II and BilMoG, to name just a few. In this book, compliance is understood as the process, mapped not only in an internal control system, that is intended to guarantee conformity with legal requirements but also with internal policies and enterprise objectives (in particular, efficiency and profitability). The current literature primarily confines itself to mapping controls in SAP ERP and auditing SAP systems. Maxim Chuprunov not only addresses this subject but extends the aim of internal controls from legal compliance to include efficiency and profitability and then well beyond, because a basic understanding of the processes involved in IT-supported compliance management processes are not delivered along with the software. Starting with the requirements for compliance (Part I), he not only answers compliance-relevant questions in the form of an audit guide for an SAP ERP system and in the form of risks and control descriptions (Part II), but also shows how to automate the compliance management process based on SAP GRC

(Part III). He thus addresses the current need for solutions for implementing an integrated GRC system in an organization, especially focusing on the continuous control monitoring topics. Maxim Chuprunov mainly targets compliance experts, auditors, SAP project managers and consultants responsible for GRC products as readers for his book. They will find indispensable information for their daily work from the first to the last page. In addition, MBA, management information system students as well as senior managers like CIOs and CFOs will find a wealth of valuable information on compliance in the SAP ERP environment, on GRC in general and its implementation in particular.

SAP Implementation Complete Self-Assessment Guide

* Master the SAP ERP HCM data model, authorizations, infotype framework, interface architecture, and more * Develop custom reports, apply enhancement techniques, and explore performance programming in SAP ERP HCM * Get an introduction to integration with SuccessFactors With this detailed resource, learn how to make an SAP ERP HCM system stay in perfect harmony. Get to know SAP ERP HCM data structures, perform custom developments and enhancements, and master authorizations and performance optimization. Within these pages, you'll learn how to fine-tune SAP ERP HCM to address functional gaps and fit any company's needs. Data Structures Examine technical data structures and technologies used to implement the SAP ERP HCM modules, such as infotypes, objects, cluster tables, and crucial SAP transactions. Programming and Customization Apply proper programming methods to meet company requirements by strategically using standard tools for process enhancement. Authorizations Learn about SAP ERP HCM-specific authorization concepts, which technical objects are behind them, and how and when to customize them. Web-Based Applications Spend less time on routine tasks and minimize error by taking advantage of the latest advances in web-based applications: ESS and MSS using Web Dynpro for ABAP. Recent Innovations Learn about new functionality delivered through enhancement packages and add-on solutions, such as integrating SAP ERP HCM with SuccessFactors BizX.

SAP ERP HCM: Technical Principles and Programming

The self-services landscape is changing. Wrap your mind around the SAP ERP HCM Self-Services picture with this guide to on-premise self-service offerings. Understand the benefits, functionality, and business processes enabled by new technology like the HR Renewal and SAPUI5, and see how to integrate them into your self-services strategy. Take advantage of HCM solutions that extend your reach and keep you connected and adaptable to the HR environment. Highlights: HR Renewal Employee Self-Service Manager Self-Service HR Professional role SAPUI5 interface SAP Fiori apps Mobility Deployment options Cloud HR trends

Discover SAP ERP HCM

Auditing and GRC Automation in SAP