

SAP® ERP HCM: Technical Principles and Programming

2nd
Edition
Updated and
Expanded

- ▶ Learn how to work with the SAP ERP HCM architecture and data models
- ▶ Program for custom enhancements, reports, performance, and more
- ▶ Understand what SuccessFactors, SAP HANA, SAP Fiori, and HR Renewal mean for you

Dirk Liepold
Steve Ritter

Sap Erp Hcm Technical Principles And Programming 2nd Edition

R Barnett



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SAP ERP HCM: Technical Principles and Programming Dirk Liepold, Steve Ritter, 2014 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

SAP ERP HCM Dirk Liepold, Steve Ritter, 2013 **Time Management with SAP ERP HCM** Brian Schaer, 2009 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 Amy Grubb, Luke Marson, 2015 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

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 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 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 configuration Foreword by Vincent Stabile Senior Vice President of PeopleJetBlue Airways *SuccessFactors with SAP ERP HCM* Amy Grubb, Luke Marson, Jyoti Sharma, 2013 *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 *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 *Time Management with SAP ERP HCM* Sanjiv Agarwal,2016 *Discover SAP® ERP HCM* Greg Newman,2009 **Authorizations in SAP ERP HCM** Martin Esch,Anja Junold,2008 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 ERP HCM Processes and Forms** Justin Morgalis,Brandon Toombs,2013 **Personnel Planning and Development Using SAP ERP HCM** Richard Haßmann,Christian Krämer,Jens Richter,2010 Qualified and motivated employees are the most critical asset of every company and recruiting retaining and training them forms the basis for the future To manage all of this effectively SAP ERP Human Capital Management HCM provides you with all the tools you need With this book you ll learn about all of the processes of personnel planning and development explore the functions and basic customizing and find out how to implement and use the components successfully Basic Principles of Personnel Planning and Development Get to know the organizational management concept that forms the basis of many functions in other HCM components and learn about the role concept portal workflow and queries Talent Management Learn how to recruit retain and promote your employees with a variety of functions Skill Management Performance Management SAP Learning Solution E Recruiting and Enterprise Compensation Management Personnel Planning and Analysis Gain an insight into the personnel planning process positions and quota planning and personnel cost planning and simulation And discover how SAP NetWeaver BW can effectively support you in planning Updated and Extended Edition Find detailed current coverage based on SAP ERP 6 0 with Enhancement Package 4 SAP SuccessFactors Learning Alan Yang,Joelle Smith,Alex Churin,2018 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 *Implementing Employee and Manager Self-services in SAP ERP HCM* Jeremy Masters,Christos Kotsakis,2008-10-01 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

Mastering SAP ERP HCM Organizational Management Sylvia Chaudoir,2008-08-25 This book teaches the HCM team how to maximize the organizational management OM component of SAP ERP HCM It takes readers beyond the basics by delving into all aspects of the component as well as the little known concepts It teaches all of the key OM functions their purpose and how to use and customize them Numerous examples from customers are used to provide context for decisions and to explain the benefits of the choices that can be made And in depth explanations and practical examples are used to help readers leverage the many available organizational objects to get the most out of their SAP HR implementation

Creating Forms in SAP ERP HCM Stefan Kauf,Viktoria Papadopoulou,2009-05 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

Organizational Management in SAP ERP HCM Soham Ray,2016 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 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

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