

## 1.1 CREATE PERSONNEL SUB AREAS

### BACKGROUND

In this section, you create personnel sub areas for each of the personnel areas created.

### SCENARIO

Create personnel sub area

### INSTRUCTIONS

**Follow the Menu Path:** IMG → Enterprise Structure → Définition → Human Resources Management → Personnel Subareas → Create personnel subareas

Click 

Double Click on Create Personnel Sub areas

Enter Personnel area (4 digit) "4600"



Choose Activity

Activities

| Perf                                | Name of Activity                      |
|-------------------------------------|---------------------------------------|
| <input checked="" type="checkbox"/> | COPY, DELETE, CHECK PERSONNEL SUBAREA |
| <input checked="" type="checkbox"/> | CREATE PERSONNEL SUBAREAS             |

Determine Work Area: Entry

Personnel area

Work Area

4600

☒ Further select cond.

# Sap Hr Configuration Guide

**Alex Sterling**



## **Sap Hr Configuration Guide:**

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 India Payroll: Technical Reference And Learning Guide** Agrawal,Agrawal P. K.,2014 **SAP S/4HANA Finance Blueprint: An Expert's Guide to Implementation, Configuration, and**

**Optimization 2025** Author 1: MADHUSUDANA KAMBALLI, Author 2: DR. S. SRINIVASAN, PREFACE In the rapidly evolving world of enterprise resource planning SAP S 4HANA Finance stands out as a transformative platform that redefines how organizations manage and optimize their financial processes As traditional financial systems struggle to keep pace with dynamic market demands and increasingly complex regulatory environments S 4HANA Finance offers an in memory real time solution that empowers finance professionals with unprecedented visibility agility and control This book SAP S 4HANA Finance Blueprint An Expert s Guide to Implementation Configuration and Optimization is designed to guide you through every stage of your S 4HANA Finance journey from foundational principles to innovative innovations Who Should Read This Book Whether you are a finance manager SAP consultant solution architect or a project leader this book provides practical insights and proven methodologies to ensure smooth deployment and sustained value realization You will find step by step configuration examples best practices drawn from real world implementations and deep dives into advanced topics that address both technical and business challenges How This Book Is Structured Chapter 1 Foundations of SAP S 4HANA Finance introduces the architectural paradigm of S 4HANA Finance its embedded analytics capabilities and the simplifications it brings compared to legacy ECC systems Chapter 2 System Architecture and Deployment Strategies explores on premises cloud and hybrid approaches guiding you through landscape planning sizing and high availability considerations Chapter 3 Core Financial Components and Data Models demystifies Universal Journal ACDOCA master data design and integration points with S 4HANA modules Chapter 4 General Ledger and Financial Accounting Configuration provides a detailed walkthrough of configuring the new ledger architecture document splitting and parallel valuations Chapter 5 Controlling CO and Profitability Management covers cost element accounting cost centers internal orders COPA and the transition to Margin Analysis Chapter 6 Asset Accounting in S 4HANA explains asset master setup depreciation calculation and integration with the Universal Journal Chapter 7 Accounts Payable and Receivable Optimization addresses vendor and customer workflows automatic payment programs credit management and dispute resolution Chapter 8 Bank Communication and Cash Management dives into electronic bank statement processing liquidity forecasting and the advanced cash

management cockpit Chapter 9 Advanced Financial Closing and Group Reporting details period end closing tasks intercompany reconciliation and the consolidation process using Group Reporting Chapter 10 Next Gen Finance in S 4HANA From Cash Management to Governance examines regulatory reporting financial risk management and integration with SAP Financial Compliance Chapter 11 Next Gen Digital Finance Automation Intelligence Integration explores robotic process automation machine learning use cases and API driven integrations Chapter 12 Smart Finance Emerging Technologies and Integrated Insights looks ahead to technologies such as embedded predictive analytics blockchain in finance and the evolving role of the digital CFO Why This Book Matters Implementing S 4HANA Finance is more than a system upgrade it is a business transformation that realigns finance operations around strategic insights and continuous improvement By combining deep technical guidance with business centric examples this book equips you to reduce cycle times improve data quality and deliver actionable intelligence to stakeholders We hope this guide becomes your trusted companion as you embark on or accelerate your SAP S 4HANA Finance initiative May it help you unlock new levels of financial transparency efficiency and innovation Authors     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

*A GUIDE BOOK TO MANAGING SAP SRM SYSTEM EFFECTIVELY* Vinita Kasliwal,2018-09-04 This book comprises of 115 top consulting scenarios which you should know when you start to work in any procurement module but specifically in SRM Module in SAP I have added these easy to understand in the one page format which makes it easy to refer back Keep as a side note and should be a guide for you to help you in handling most of the scenarios in SRM As per what happens in any consulting environment the issues you actually get from your client may not be included in here but after you have read through this guide it would give you a very good base in the terms of helping you to experiment and try things out in the system directly to

come closer to a resolution These are prepared based on my notes from hundreds of meetings being part of multiple projects brainstorming with my colleagues and lastly to be able to provide ongoing support to my clients to manage their procurement landscape Please note that this book focuses on building basic concepts for both Technical as well as functional people so I recommended you go through all the pages to have a good understanding of the SRM system If you have basic ABAP knowledge it would be easier if not it can be a good learning which can also be applied to other SAP modules Although this book is geared more towards SRM as a product having worked in other modules as well I also include some general SAP concepts which help you to apply the same knowledge in multiple other modules like MM PM HR and other areas SRM has a tight integration with all the above modules and hence it is important to have a good understanding so you can work effectively in a collaborative environment with other team members by knowing how the other module work rather than just passing the buck Below are the details of what the book contains Understand the basics and best practices of procurement Understand basics of SAP system in general for troubleshooting and support Added scenarios from real time case studies and client specific issues Each section is concluded with additional blog and reference links which help to understand the problem in detail Includes ABAP technical and Functional details Includes consulting scenarios Includes Audit specific information Include any relevant notes and other material Includes some of my previously written blogs Some code snippets which you can reuse if you implement the same scenarios In the last 2 chapters I also try to talk about the next step for SRM and how you can transition to Ariba or other S 4 Modules in the cloud There is also a detailed blog which I posted on SDN to help you prepare for Ariba certification

### **Practical Guide to SAP S/4HANA Profit Center Accounting - 2nd Edition**

John Pringle, 2023-01-16 This updated 2nd edition offers a comprehensive introduction to SAP ERP Profit Center Accounting PCA for both classic general ledger GL and the new GL Review the differences between ECC and SAP S 4HANA and user interface changes with Fiori Get the tools you need to set profitability targets for business planning and then compare actual results against those targets to improve overall profitability Solidify your understanding of the difference between PCA and SAP Controlling Profitability Analysis CO PA views Gain in depth knowledge of the concepts objects and functionality available in PCA in SAP ERP including the relevant master data set up actual data flows planning scenarios and reporting options Clarify the differences between PCA and Margin Analysis and understand when it is best to use each Dive into profit center transfer pricing and obtain detailed configuration and set up steps required for activation Learn more about the new APP Manage Profit Center Group Explore planning options in SAP S 4HANA including ACDOCP universal planning table Take a closer look at on premise reporting options for profit centers in SAP S 4HANA including APPS and CDS views available in the Query browser By using practical examples tips and screenshots the author brings readers up to speed on SAP Profit Center Accounting Fundamentals of SAP Profit Center Accounting PCA Concepts master data actual data flow and planning basics Differences between PCA in classic and new GL Reporting for Profit Center Accounting PCA [SAP MM INVENTORY](#)

MANAGEMENT P.K. AGRAWAL, 2014-07-30 SAP is a powerful software that meets the requirement of business all over the world This well organised book comprising 34 chapters is useful for both beginners and professionals Being a learning guide and a user manual the book will be immensely valuable for all those who are training to be SAP consultant If you are a material production manager a QM professional or a business executive you will find that the book brings a lot of convenience in your work and minimises inventory losses A New Approach to SAP Implementation Structured dialog The dialog between the consultant and the users should be based on the structure of this book The consultant would demonstrate a business transaction e g goods receipt in its simplest form He would then explain the data items on the screens their meaning and significance He would enquire whether the data item is relevant for the client company The data items that are not relevant can be hidden in the implementation and related configuration marked as not required When the consultant would come to a section explaining IMG node his questions to the user would be designed to collect the information required to configure that node Prototyping As the structured dialog continues the consultant would go on doing the configuration By the end of the dialog the consultant would have built a company specific prototype Training and trials The prototype would be a rough cut implementation of SAP for the company It would be used for training the users After training the users would try out the system They would perform routine transactions several times using real life data of their company They would try different scenarios and record their observations Refinement After prototype trials the consultant and the users would sit together to discuss what the users required to do but could not do with the prototype The consultant would use this input to refine the prototype and to build new functionality if needed Configuration manual The documentation of SAP implementation includes a configuration manual This configuration manual should be structured on the lines of this book as explained in Chapter 34 Such a configuration manual will be easy to understand as it groups logically related elements together User manual This book will serve as a generic user manual Company specific user manual can also be structured on the lines of this book including only company specific guidelines for the users Other SAP MM Book by the Author SAP MM Purchasing Technical Reference and Learning Guide SAP Security Configuration and Deployment Joey Hirao, 2008-11-18 Throughout the world high profile large organizations aerospace and defense automotive banking chemicals financial service providers healthcare high tech insurance oil and gas pharmaceuticals retail telecommunications and utilities and governments are using SAP software to process their most mission critical highly sensitive data With more than 100 000 installations SAP is the world s largest enterprise software company and the world s third largest independent software supplier overall Despite this widespread use there have been very few books written on SAP implementation and security despite a great deal of interest There are 220 000 members in an on line SAP community seeking information ideas and tools on the IT Toolbox Website alone Managing SAP user authentication and authorizations is becoming more complex than ever as there are more and more SAP products involved that have very different access issues It s a complex area that requires

focused expertise This book is designed for these network and systems administrator who deal with the complexity of having to make judgmental decisions regarding enormously complicated and technical data in the SAP landscape as well as pay attention to new compliance rules and security regulations Most SAP users experience significant challenges when trying to manage and mitigate the risks in existing or new security solutions and usually end up facing repetitive expensive re work and perpetuated compliance challenges This book is designed to help them properly and efficiently manage these challenges on an ongoing basis It aims to remove the Black Box mystique that surrounds SAP security The most comprehensive coverage of the essentials of SAP security currently available risk and control management identity and access management data protection and privacy corporate governance legal and regulatory compliance This book contains information about SAP security that is not available anywhere else to help the reader avoid the gotchas that may leave them vulnerable during times of upgrade or other system changes Companion Web site provides custom SAP scripts which readers can download to install configure and troubleshoot SAP

**Integrating IBM Security and SAP Solutions** Axel Buecker,Ivy Chiu,Kenny Chow,Ingo Dressler,Anthony Ferguson,Vaughan Harper,David Moore,Zoran Radenkovic,Guy Redding,John Robinson,Sascha Schefenacker,Franz Wolfhagen,IBM Redbooks,2012-03-19 Many large and medium sized organizations have made strategic investments in the SAP NetWeaver technology platform as their primary application platform In fact SAP software is used to manage many core business processes and data As a result it is critical for all organizations to manage the life cycle of user access to the SAP applications while adhering to security and risk compliance requirements In this IBM Redbooks publication we discuss the integration points into SAP solutions that are supported by the IBM Security access and identity management product capabilities IBM Security software offers a range of identity management IdM adapters and access management components for SAP solutions that are available with IBM Tivoli Identity Manager IBM Tivoli Directory Integrator IBM Tivoli Directory Server IBM Access Manager for e business IBM Tivoli Access Manager for Enterprise Single Sign On and IBM Tivoli Federated Identity Manager This book is a valuable resource for security officers consultants administrators and architects who want to understand and implement an identity management solution for an SAP environment

[A Practical Guide to Cybersecurity in SAP](#) Julie Hallett,2021-02-04 SAP environments are internally integrated with and through cloud and hybrid cloud solutions This interconnection both within and external to the firewall creates a level of vulnerability that if exploited could compromise a company s intellectual property employee and supplier information and trade secrets This book breaks down the application of cybersecurity as it applies to SAP into actionable items that can be communicated and implemented into existing security frameworks You will understand why cybersecurity applies to SAP how it integrates with cybersecurity Initiatives within an organization and how to implement a security framework within SAP This expertly written guide provides a targeted cybersecurity education for SAP managers architects and security practitioners The author explores the technical aspects of implementing cybersecurity policies and procedures using existing tools and available SAP



modules Readers will gain a solid understanding of what a cybersecurity program does what security frameworks are used for how to assess and understand risk and how to apply mitigating controls By using practical examples tips and screenshots this book covers Cyber risk in the SAP landscape How to harden security Cybersecurity risk management programs in SA Risk mitigation for threats      **SAP BW Certification** Catherine M. Roze,2003-01-21 Provides an overview to the exam s topics including a Need toKnow list that identifies areas that must be understood in depth Includes exercises that can be performed usually with a smallest BW server Contains practice test questions that assess the readers knowledge of the current exam topics Serves as a complement to the classroom training provided by SAP      **Implementing SAP® CRM** Vivek Kale,2014-12-03 In today s competitive business environment most companies realize that the better they can manage their customer relationships the more successful they will become Customer Relationship Management CRM software systems are key tools for companies to manage the customer facing processes of their businesses However many companies have resisted implementing this most critical customer oriented application due in large part to the lack of a single point resource on implementing a CRM system This book attempts to fill that gap Implementing SAP CRM will help technologists and managers come to grips with the vision concept and technology of CRM It begins by laying out the groundwork for understanding CRM It explains the concept and context of CRM and the tangible business benefits of CRM adoption Demonstrating a professional approach to the evaluation and selection of SAP it details the critical success factors CSFs patterns and anti patterns of a successful SAP CRM implementation CRM implementations can add significant benefit to the company s bottom line only if the company first transforms itself into a customer centric and customer responsive enterprise This book explains what it means to be a customer centric and responsive enterprise and provides a framework for business operations based on customer relationships rather than the traditional four Ps product positioning price promotion It further spells out business process reengineering BPR strategies to configure internal business processes and operations with SAP CRM to improve customer facing strategies services and relationships      *Network World* ,2003-05-05 For more than 20 years Network World has been the premier provider of information intelligence and insight for network and IT executives responsible for the digital nervous systems of large organizations Readers are responsible for designing implementing and managing the voice data and video systems their companies use to support everything from business critical applications to employee collaboration and electronic commerce      Testing SAP R/3 Jose Fajardo,Elfriede Dustin,2007-04-10 Testing SAP R 3 A Manager s Step by Step Guide shows how to implement a disciplined efficient and proven approach for testing SAP R 3 correctly from the beginning of the SAP implementation through post production support The book also shows SAP professionals how to efficiently provide testing coverage for all SAP objects before they are moved into a production environment      **Implementing SAP Project Systems and S/4HANA for Businesses** RAJESH TIRUPATHI SHANTANU BINDEWARI,2024-12-22 In the rapidly advancing world of enterprise resource planning ERP and digital transformation the

integration of SAP Project Systems PS and S 4HANA has become critical for businesses seeking to enhance project efficiency and align with modern technological standards This book Implementing SAP Project Systems and S 4HANA for Businesses is designed to address the complexities and opportunities involved in adopting these advanced SAP solutions Our goal is to bridge the gap between the robust capabilities of SAP systems and practical implementation strategies equipping readers with the insights and tools necessary to succeed in this transformative journey This book offers a comprehensive exploration of SAP Project Systems and S 4HANA covering foundational concepts as well as advanced functionalities From project planning and execution to real time analytics and financial integration we delve into the methodologies and best practices that drive successful implementations The content is crafted to be both accessible and valuable to a broad audience including SAP consultants project managers IT professionals and business leaders In developing this book we have integrated the latest research real world case studies and proven strategies to provide readers with both theoretical knowledge and practical guidance Each chapter is structured to offer a balanced perspective addressing key aspects such as The fundamentals of SAP Project Systems and their integration with S 4HANA Key configuration steps and customizations to meet business specific needs Best practices for project management cost control and resource optimization The role of S 4HANA s in memory technology in enhancing project insights and decision making Strategies for seamless migration and implementation including change management and stakeholder engagement The inspiration for this book arises from the critical role SAP solutions play in streamlining business processes and enabling organizations to thrive in an increasingly competitive environment We are deeply grateful to the countless SAP professionals academics and industry experts whose insights and experiences have enriched the content of this book We hope this book will serve as an invaluable resource for anyone embarking on the journey of implementing SAP Project Systems and S 4HANA The knowledge shared within these pages is intended to empower readers to lead with confidence drive innovation and achieve operational excellence in their organizations Thank you for joining us on this transformative journey Authors **The IT Manual** Kevin Wilson,2019-06-01

This manual is an effort to compile all of the standard ICT policy and procedure knowledge for a South African company in a single easy to read and use manual which you could print and distribute to all staff Most of this is applicable to any IT function in any Country

*Mastering Configuration in SAP HCM* Alex Sterling,2023-07-03 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

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,2003-05-05 InfoWorld is targeted to Senior IT professionals Content is segmented into Channels and Topic Centers InfoWorld also celebrates people companies and projects     **Sams Teach Yourself SAP R/3 in 24 Hours** Danielle Larocca,1999 A reference for end users accounting clerks sales reps shipping and receiving clerks human resources employees etc who merely use SAP as a tool to get their job done this text features coverage is aimed at immediate material so that end users can get back to work on their job functions with the SAP software

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## Sap Hr Configuration Guide Introduction

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