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Sven Ringling
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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. Mastering HR Management with SAP Christian Krämer, Sven Ringling, Song Yang, 2006 SAP(R) SuccessFactors(R) Employee Central Integration with SAP SuccessFactors Employee Central Payroll Imran Sajid, 2019-05-29

The purpose of this book is to provide a detailed overview of the integrations between SAP SuccessFactors Employee Central and SAP SuccessFactors Employee Central Payroll. After reading this book, the reader should have a good knowledge of the functionality that is delivered by SAP SuccessFactors. The target audience for this book can be grouped into the following:

- Customers that are looking to implement, are currently implementing, or are already live with SAP SuccessFactors Employee Central Payroll that wish to have a better understanding of the delivered features and integrations to ensure they are following best practices and avoiding unnecessary customization.
- Consultants that will be working with SAP SuccessFactors Employee Central Payroll who need to understand the delivered functionality so that they can follow best practices and use standard functionality when implementing the solution for their clients.

This book does not cover the configuration of the integrations. Rather, it is intended to give a detailed look at how the integrations should work once they are configured and to cover each of the specific integration use cases that are available. SAP SuccessFactors Employee Central EC is a user-friendly and cloud-based HR system of record used to store core employee data. Employee Central is used to conduct tasks by employees, managers, HR administrators, and payroll professionals. EC is a global and flexible solution that allows companies of all sizes to meet their HR needs. EC is a Software as a Service (SaaS) solution that is hosted by SAP SuccessFactors. EC is a multi-tenant solution which makes it so that all customers are automatically on the latest release without having to go

through costly and time consuming upgrades The updates are delivered to customers on a quarterly basis which allows significant innovation in a short period SAP SuccessFactors Employee Central Payroll ECP is a cloud based system used to process payroll that is directly integrated within EC ECP uses the global and world class SAP HCM Payroll engine as the basis for payroll processing ECP is hosted by SAP Cloud so customers do not have to invest in expensive upfront hardware or take on the additional responsibilities of maintaining and securing the system This contributes directly to a lower total cost of ownership TCO when compared to on premise payroll models and makes it a viable system for much smaller companies than those that used SAP HCM Data is automatically replicated from EC to ECP and users can access payroll specific functions including running payroll updating payroll data and viewing pay statements from within Employee Central In this book learn about the delivered Integrations between Employee Central Employee Central Payroll which includes the following Employee Data HR Master Data Payroll specific Data Employee Central Time Sheet Employee Central Time Off Employee Central Global Benefits Payroll Control Center Manage Payroll Policies Alerts Manage Payroll Processes My Processes Unassigned Alerts My Alerts My Off Cycles Manage Team My Team Pay Statement Additional Information References 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 **Mastering SAP SuccessFactors** Infowave Mrv,2024-11 Mastering SAP SuccessFactors A Cloud Based Human Capital Management HCM Solution for Employee Central Contents at a Glance An essential resource for SAP HR consultants HR professionals and business users aiming to elevate their careers Covering every aspect from core HR management and configuration to advanced functionalities like talent integration compliance and data analytics this book equips readers with the knowledge to leverage Employee Central effectively Each chapter provides hands on insights best practices and real world applications helping users streamline HR processes enhance data accuracy and drive organizational success With a focus on both foundational concepts and future innovations like AI and predictive analytics this book prepares readers to meet the demands of modern HR and support strategic decision making Empower your career with this guide and gain the expertise to become a trusted SAP SuccessFactors professional This book covers following Part 1 Foundation and Essentials Chapter 1 Introduction to SAP SuccessFactors Overview of SAP SuccessFactors and its importance in HCM Chapter 2 Navigating the SuccessFactors Platform Basics of the interface navigation and key features Chapter 3 Employee Central Core HR Foundation Understanding Employee Central and its role as the heart of HCM Chapter 4 Data Models and Configuration Essentials Configuring data

models for effective employee data management Chapter 5 Setting Up Organizational Structures Configuring organizational structures and hierarchies in Employee Central Part 2 Employee Data and Compensation Management Chapter 6 Employee Profile and Personal Information Management Capturing and managing employee profiles and personal details Chapter 7 Compensation Structures and Pay Components Setting up pay structures grades and compensation elements Chapter 8 Time Management and Absence Handling Configuring work schedules holidays and absence types Chapter 9 Employee Life Cycle Management Managing hiring onboarding promotions transfers and terminations Chapter 10 Employee Central Payroll Integration Overview of Employee Central Payroll and integration points Part 3 Advanced Configuration and Workflows Chapter 11 Configuring Global Benefits Setting up and managing benefits globally for a diverse workforce Chapter 12 Advanced Workflows and Approvals Automating processes with workflows and approval paths Chapter 13 Security and Role Based Permissions RBP Setting up role based permissions to control access Chapter 14 Reporting and Analytics in Employee Central Building reports and utilizing analytics for decision making Chapter 15 Integrating SuccessFactors with SAP and Non SAP Systems Integration tools and methods for seamless data flow Part 4 Self Service and Talent Management Chapter 16 Employee Self Service ESS and Manager Self Service MSS Enhancing user experience with self service functionality Chapter 17 Talent Management Integration Integrating with other SuccessFactors modules like Performance and Goals Chapter 18 Compliance and Localization Ensuring regulatory compliance and adapting to country specific needs Part 5 Maintenance Troubleshooting and Future Trends Chapter 19 Troubleshooting and Error Handling Common issues and troubleshooting best practices Chapter 20 Future Trends and Innovations in Employee Central Emerging trends AI in HR and the future of SAP SuccessFactors

100 Things You Should Know about HR Management with SAP Ajay Jain Bhutoria, Cameron Lewis, 2011 Have you ever spent days trying to figure out how to generate a personnel report in SAP ERP HCM only to find out you just needed to click a few buttons If so you ll be delighted with this book it unlocks the secrets of SAP ERP HCM It provides users and super users with 100 tips and workarounds you can use to increase productivity save time and improve the overall ease of use of SAP ERP HCM The tips have been carefully selected to provide a collection of the best most useful and rarest information And with the uniform easy to follow visually oriented layout you ll get everything you need to know in a concise practical presentation Your SAP user experience will be friendlier and easier and you may even hear a few comments like I had no idea you could do that that way or I wish I had known how to do that a long time ago With the time saving shortcuts and workarounds provided users of all levels can get the most out of their daily interaction with the system In addition these insightful tips will help make customization easier reduce the demands on IT s time and make users more efficient and effective

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MySAP HR - Technical Principles and Programming Ewald Brochhausen,Jürgen Kielisch,Jürgen Schnerring,Jens Staack,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

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

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