



Mastering

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Sven Ringling
Jörg Edinger
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Galileo Press

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Stephen Taylor,Carol Woodhams



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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 *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 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

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