
Human Capital Management

Organization Management

- Organization Structure
- Objects like, Organization unit, Position, Job, Cost center, Person ◦ Relationship between OM Objects
- Plan version
- Evaluation Path and reporting ◦ Number range configuration ◦ End user entry and testing.
- Enterprise structure
- Personnel structure
- Info type concept
- Features like NUMKR, ABKRS, PINCH, etc.
- Employee Number range configuration
- Info group configurations
- Personnel Actions Configuration with user grouping
- Personnel Menu Configuration with user grouping.
- Screen field modifications
- End user entry and testing

Time Management

- Positive and negative Time management concepts
- Holiday Calendar configuration
- Daily work schedule configuration
- Period work schedule configuration
- PA PSA and EG ESG grouping and work schedule rule configuration
- Absence type configuration
- Deduction rule, rounding rule, and counting rule for absence type.
- Absence Quota Configuration.
- End user entry and testing.

Payroll India

- Overall understanding of Payroll Process
 - Pre-Payroll Activities
 - Payroll Run
 - Post-Payroll Activities
 - Year End Activities
- Payroll Data Management in various info types like 0001, 0008, 0014,0015, 0267 etc.
- Design Concepts of Payroll Configuration like PA, PSA, EG, ESG.

- Features configuration e.g. LGMST, TARIF, 40ECC, 40ACK.
- Payroll period generation using period parameters
- Cumulation calendar generation
- Pay scale structure configuration
- Wage type configuration with default wage type model concept
- Wage type characteristics, processing classes, cumulation classes, Evaluation classes
- India Payroll schema and PCR understanding.
- Overtime calculation with PCR
- Factoring concept understanding for leave without pay
- Leave encashment processing and exemption.
- Loans and advances configuration.
- Payslip configuration
- Provident Fund Configuration
- Professional tax Configuration
- ESI Configuration
- LWF Configuration
- Income tax calculation and configuration with slab rates and exemptions.
- Statutory reports and standard reports includes master data
- Payroll retro processing concept understanding.
- HR-FI integration configuration including symbolic accounts.
- Wage type reporters and payroll results comparison ALV functionality.
- FICO posted document tracing and reports.