HR400
SAP ERP HCM Payroll Configuration

COURSE OUTLINE

Course Version: 15
Course Duration: 5 Day(s)
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American English is the standard used in this handbook. The following typographic conventions are also used.

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TARGET AUDIENCE
This course is intended for the following audiences:

- Application Consultant
- Super / Key / Power User
- Data Consultant
- IT Support
Lesson 1: Processing Payroll

Lesson Objectives
After completing this lesson, you will be able to:

- Process payroll for a new employee

Lesson 2: Identifying SAP Payroll Concepts

Lesson Objectives
After completing this lesson, you will be able to:

- Identify SAP Payroll concepts

Lesson 3: Copying Schemas

Lesson Objectives
After completing this lesson, you will be able to:

- Copy a schema including functions and personnel calculation rules
Lesson 1: Identifying Personnel Calculation Rules

Lesson Objectives
After completing this lesson, you will be able to:

• Group employees for payroll processing

Lesson 2: Processing Internal Payroll Tables

Lesson Objectives
After completing this lesson, you will be able to:

• Use personnel calculation rules to process various payroll tables

Lesson 3: Creating Personnel Calculation Rules

Lesson Objectives
After completing this lesson, you will be able to:

• Create a customer-specific personnel calculation rule
Lesson 1: Identifying the Attributes of the Payroll Initialization Schema

Lesson Objectives
After completing this lesson, you will be able to:

- Display the attributes of the payroll initialization schema

Lesson 2: Identifying Employee Master Data in Internal Payroll Tables

Lesson Objectives
After completing this lesson, you will be able to:

- Identify employee master data imported into internal tables
- Identify the attributes of the Work Center/Basic Pay (WPBP) table filled during the payroll run
Lesson 1: Interpreting Payroll Processing Rules

Lesson Objectives
After completing this lesson, you will be able to:

• Interpret rules and modifiers which control payroll table access

Lesson 2: Setting Up Constant Valuation Bases

Lesson Objectives
After completing this lesson, you will be able to:

• Set up a constant valuation bases

Lesson 3: Creating Person-Related Valuation Bases

Lesson Objectives
After completing this lesson, you will be able to:

• Create person-related valuation bases using the personnel hourly rate of employees

Lesson 4: Creating Derived Wage Types

Lesson Objectives
After completing this lesson, you will be able to:

• Create derived wage types to process additional remuneration
Lesson 1: Setting up the Valuation of Absences

Lesson Objectives
After completing this lesson, you will be able to:

● Set up an absence valuation grouping

Lesson 2: Assigning Counting Classes

Lesson Objectives
After completing this lesson, you will be able to:

● Assign a counting class to count employee absences

Lesson 3: Managing Day Rules

Lesson Objectives
After completing this lesson, you will be able to:

● Create day rules which impact payroll calculations
● Create an absence for an employee
Lesson 1: Managing Time Wage Types

Lesson Objectives
After completing this lesson, you will be able to:

- Identify time wage types used during payroll processing

Lesson 2: Setting Up Time Wage Type Selection Using Rules

Lesson Objectives
After completing this lesson, you will be able to:

- Use time wage type selection rules

Lesson 3: Defining Wage Type Generation Rules

Lesson Objectives
After completing this lesson, you will be able to:

- Define wage type generation rules
Lesson 1: Setting Up Payroll Factoring

Lesson Objectives
After completing this lesson, you will be able to:

- Identify where partial period parameters are found in a payroll log

Lesson 2: Setting Up Personnel Calculation Rules for Factoring

Lesson Objectives
After completing this lesson, you will be able to:

- Set up the calculation of remuneration using personnel calculation rules and partial period factors

Lesson 3: Identifying Cost Accounting Elements

Lesson Objectives
After completing this lesson, you will be able to:

- Identify remuneration elements distributed to secondary wage types in cost accounting
Lesson 1: Outlining Cumulation and Storage Wage Types

Lesson Objectives
After completing this lesson, you will be able to:

- Determine how to find cumulation wage types based on master data
- Update cumulation wage types
Lesson 1: Identifying Retroactive Accounting Differences

Lesson Objectives
After completing this lesson, you will be able to:

• Identify retroactive accounting differences
Lesson 1: Creating Average Calculation Bases

Lesson Objectives
After completing this lesson, you will be able to:

• Create an average bases calculation

Lesson 2: Setting Up Average Calculation Rules

Lesson Objectives
After completing this lesson, you will be able to:

• Set-up payroll rules to remunerate employees
• Adjust payroll calculations using averages