



SAP HCM



★★★★★
TRUSTED

ABOUT TRAINING



Learning Format

Online / Offline



Time Duration

30 Hours



Career Services

By IT Wave Solution

The Program in SAP HCM covers many important subjects, provides you with live industry-based projects, and offers valuable practical experience. This in-depth SAP HCM certification course will help you master all the key principles of SAP HCM and develop all the essential skills required to become a professional.

Why Choose Our SAP ABAP Training?

- 1. Expert Instructors:** Our training programs are led by seasoned professionals with extensive experience in finance and SAP HCM. They bring real-world insights and practical knowledge to the classroom, ensuring you learn from the best.
- 2. Comprehensive Curriculum:** Our SAP HCM training covers all facets of financial accounting and controlling, ensuring you gain proficiency in areas such as accounts receivable, accounts payable, general ledger accounting, asset accounting, cost element accounting, and much more.
- 3. Certification:** Upon successful completion of our SAP HCM training, you'll receive a recognized certification that validates your expertise. This certification can significantly enhance your resume and career prospects.
- 4. Career Support:** We don't just stop at training; we're invested in your success. Our career support services include job placement assistance, resume building, and interview preparation to help you land your dream job.

Program FEATURES



Key Highlights

**Instructor - Led
Training**

Self- paced Videos

Project & Exercises

Job Assistance

Flexible Schedule

**1 Year Company
support**

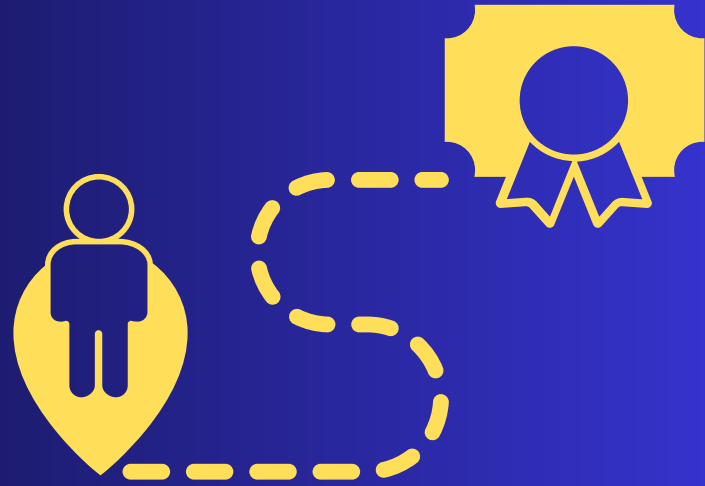
Mentor Support

**Guaranteed
Interviews**

**1 - 1 with industry
mentors**

Training Certification

Learning Path



Who Should Enroll in **this Program?**

Our SAP HCM training is suitable for a wide range of individuals, including:

- Aspiring finance professionals looking to kickstart their career.
- Finance and accounting professionals seeking to upgrade their skills.
- SAP consultants aiming to specialize in SAP HCM.
- Business analysts and IT professionals involved in finance system implementations.

SAP HCM

SAP Human Capital Management (SAP HCM) is a global Human Resources management systemsolution, with HR,ESS, MSS, E recruitment , payroll and time management capability.

Trainer will help you understand SAP HCM concepts and terminology as they relate to following SAP HR modules using Case Study and Tests with sufficient hands-on opportunities

OVERVIEW

1. The HR module
2. Organizational Information
3. Employee Information

RECRUITMENT AND PERSONNEL DEVELOPMENT

1. The recruitment cycle
2. Training and Events
3. Personnel Development
4. Hands On : Matching Profiles

EMPLOYEE BENEFITS AND COST MANAGEMENT

1. Benefits
2. Hands On: Processing an enrollment
3. Personnel Cost Planning
4. Compensation Management

TIME MANAGEMENT

1. Time Management
2. Travel Management
3. Holiday Calendar
4. Work Schedule
5. Work Schedules Rules
6. Variants
7. Selection Rules
8. Absences & Attendances
9. Time Evaluation
10. Overtime Calculation

PAYROLL MANAGEMENT

- 1. Wage Types Configuration**
- 2. Pay-scale Structures**
- 3. Basic Pay – (IT0008)**
- 4. Rec. Payments – (IT0014)**
- 5. Add. Payment – (IT0015)**
- 6. Payroll Schemas**
- 7. Payroll PCRs**
- 8. Processing & Evaluation**
- 9. Classes & Garnishments**
- 10. Payroll Periods**
- 11. Control Record**
- 12. Retro Functionality**
- 13. HR & FI Integration**

OM

- 1. Expert Mode**
- 2. Simple maintenance**
- 3. Organizational Staffing**
- 4. OM Actions**
- 5. OM Number Ranges**
- 6. OM Relationships**
- 7. Info-type Level Configuration**
- 8. Evaluation Paths**
- 9. PA & OM Integration**
- 10. Customer Objects & Relationships**
- 11. General Structures**

INFORMATION DISPLAY AND REPORTING

- 1. Human Resources Reports**
- 2. Queries**
- 3. Hands On: Creating an ad hoc query**

CONFIGURING AN ORGANIZATIONAL STRUCTURE

- 1. Create Objects**
- 2. Essential Relationships**
- 3. Create Description**
- 4. Create Department/Staff**
- 5. Add Relationships**
- 6. Maintain Plan Data**
- 7. Add account assignment to the company organizational unit**
- 8. Account assignment features**
- 9. Structure Maintenance**

CONFIGURING POSITIONS

- 1. Configure Positions**
- 2. Configure Reporting Relationships**
- 3. Produce an Organizational Structure Report**

EXECUTING A PERSONNEL ACTION

- 1. Hire an Employee**
- 2. Make changes to Employee Master Data**
- 3. Produce an Employee List report for the new employee**

USING THE IMPLEMENTATION GUIDE (IMG)

- 1. Create a Project Plan**
- 2. Generate a project IMG**
- 3. Description of Vacant Position**
- 4. Use the "find" feature to locate IMG**
- 5. Execute IMG activity**
- 6. Maintain status of project activities**

ESTABLISHING THE ENTERPRISE STRUCTURE

- 1. Configuring Personnel Sub-Areas**
- 2. Employee Sub-groups**
- 3. Grouping for Work Schedules**

ADDITIONAL ORGANIZATIONAL ASSIGNMENTS

- 1. Maintain HR Master Data**
- 2. Change Organizational Assignment**

USING FEATURES

- 1. Display Features**
- 2. Process Feature Decision Tree**

UNDERSTANDING PLANNED WORKING TIME CONNECTION TO BASIC PAY

- 1. Display the HR Master Data**
- 2. Planned Working Time**
- 3. Basic Pay**
- 4. Work Schedules Overview**
- 5. Primary Wage Type and Employee Groupings**

DEFINING PAY-SCALE STRUCTURES

- 1. Customizing Project Administration**
- 2. Process Feature Tariff: Decision Tree**
- 3. Choose Activity**
- 4. Change Pay-scale-period parameter assignment**
- 5. Determine work area**
- 6. Create Basic Pay**

DEFINING WAGE TYPES

- 1. Create Dialog Wage Type**
- 2. Understand Controls used to determine wage type assignment**
- 3. Define feature LGMST to default wage type assignment**
- 4. Setup indirect valuation**

PERFORMING PAY-SCALE RECLASSIFICATION AND PAY INCREASES

- 1. Understand how to perform pay scale reclassifications**
- 2. Configure a pay scale reclassification to a new pay scale level after employees have been in a pay scale level for one year**
- 3. Understand how to perform standard pay increases**

CONFIRMING THE NEW MASTER DATA CONFIGURATION

- 1. Modify an existing organizational structure to add a new organizational unit and new position**
- 2. Process a hire personnel action and confirm the functionality of the newly configured**
- 3. personnel subarea, employee subgroup, payscales and wage types**

REAL TIME CONCEPTS

- 1. ASAP Methodology**
- 2. System Land Scape**
- 3. Adhoc Reports**
- 4. Functional Specification**
- 5. LSMW, ESS & MSS Overview**
- 6. Customer IT Creation**

ESS AND MSS

- 1. SAP Employee and Manager Self Service**
- 2. ESS Services in the BP for ESS**
- 3. Setting up the Enterprise Porta**
- 4. User Management**
- 5. Customizing ESS Applications**
- 6. Team Viewer**
- 7. Employee Information**
- 8. Attendance Overview and Team Calendar**
- 9. Personnel Change Requests**
- 10. Reporting**
- 11. Enterprise Compensation Management**
- 12. Performance Management, Competency Management and Reminder of dates**
- 13. Quota Planning**
- 14. Cross Application Time Sheet**

E-RECRUITMENT

- 1. Overview of the RECRUITMENT**
- 2. Roles in Recruitment**
- 3. Storage of Data in Talent Warehouse**
- 4. Requisition Management**
- 5. Posting Process Management of Applications Applicant Tracking**
- 6. Talent Relationship Management Cross Processes**
- 7. SUCCESSION PLANNING**

PROJECTS:

ASSIGNMENTS / MINI PROJECTS

1. Major Project

DOMAINS / INDUSTRY

- 1. Retail Industry**
- 2. Banking & Finance**
- 3. Service**
- 4. E-Commerce**
- 5. Manufacturing & Production**
- 6. Web Application Development**
- 7. Research& Analytics**
- 8. HR & Consultancy**
- 9. FMCG**
- 10. Consumer Electronics**
- 11. Event Management Industry**
- 12. Telecom**

Knowledge related to current technology aspects and corporate level deliverable & Continuous training and assessment to make you industry ready.

Throughout the Training

Curriculum Candidate will go through a Scheduled Assessment Process as below

- . Continuous Assessments**
- . Practical Workshops**
- . Modular Assignments**
- . Case Studies & Analysis**
- . Presentations (Latest Trends & Technologies)**
- . Tech Seminars**
- . Technical Viva**
- . Observing live Models of various projects**
- . Domain Specific Industry Projects**

Communication is something which all of us do from the very first day of our life, yet there is a question that haunts us most of the time “Did I express myself correctly in such and such situation?” The answer to this question is really tricky, because in some cases we leave our signatures and good impression but in some others we even fail to get our idea clearly. It happens mostly because

We don't know how to act in certain situations. Every time we fail we don't lose completely, we do learn something, but prior knowledge of the same thing could be more beneficial because then we could have turned that failure into success.

THE COURSE / WORKSHOP WOULD FOCUS AT MANY ASPECTS OF PERSONALITY, LIKE

- 1. Building positive relationships with peers & seniors**
- 2. Building self-confidence & Developing clear communication skills**
- 3. Exploring and working on factors that help or hinder effective interpersonal communication**
- 4. Learning impacts of non-verbal behavior & Dealing with difficult situations and difficult people**

WORKSHOPS CONSISTS OF FOLLOWING ACTIVITIES

- 1. Personality Development**
- 2. Group Discussions & Debates**
- 3. Seminar & Presentations**
- 4. Case Studies & Analysis**
- 5. Corporate Communication**
- 6. HR & Interview Skills**
- 7. Management Games & Simulations**
- 8. Aptitude, Logical & Reasoning Assessments & Development**

Training Certifications

Earn Your Certificate

Your certificate and skills are vital to the extent of jump-starting your career and giving you a chance to compete in a global space.



IT Wave Solution! Reviews



"The most rewarding part of my experience has been achieving a prestigious certification in the subject that I love. Moreover, the training offered out by the specialists are of world-class and prepares out the students for corporate world. For me IT Wave Solution means a lot."

*"By The
Students
For The
Students"*

Your Success Is Our Story



Prashant Singh

“ I am fully satisfied with the excellent training services received by the expert staff at IT Wave Solution. I want to thank IT Wave solution for providing me with the most innovative and affordable training services for learning all the software testing procedures and guidelines. ”



Swati Kumari

“ The Best Service provider I must say they have very knowledgeable staff and good command on Hardware/software, value to money and value to time.. Must Recommend this place to everyone. ”



Anant Chaudhary

“ I had a fantastic experience with IT Wave Solution. It's undeniably the best place to learn HANA and explore various other IT opportunities. The instructors are highly knowledgeable and dedicated, making the learning process enjoyable and productive. The hands-on experience I gained here was invaluable, and I can confidently say that IT Wave Solution is the go-to destination for anyone looking to excel in the IT field. I highly recommend it! ”



Glimpse Of Our Office

Look Who We are

Our office's infrastructure comprises all the necessary software and network resources that are required to deliver IT & Design, Human Resources, Digital Marketing, and training services. We are well-equipped with bright designed work bays for employees and managers having separate cabins with spacious cafeteria and training classrooms



About IT Wave Solution

“IT Wave Solution to Empowering Minds, Transforming Futures: Your Path to Excellence Starts Here!”

IT Wave Solution, a pioneering IT solutions company that has been serving the industry since 2012. With a team of experienced SAP professionals at the helm, we have evolved into a leader in providing comprehensive IT services and training. Our commitment to excellence, innovation, and customer satisfaction sets us apart in the ever-evolving technology landscape. We are a leading company that specializes in providing comprehensive IT solutions, with a primary focus on SAP services and Data Science training for professionals and corporates.

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