SAP – HCM SUCCESS FACTORS COURSE CONTENT

Organizational Management Resources: This process defines an organized way to make various people work under a common policy towards achieving a prior goal. It ensures a active management of time and resources in the workplace.

Personal Administration Management: This process describes the process through which the human resource of an organization is maintained. From the stage of recruiting through recompense, benefits, new employee inclination, performance-evaluation and more, everything can be recorded and tracked through this process.

E-Recruitment Process: This process is a self-operated web-based recruiting process that assists HR professionals in hiring apt talent. It opens up un conventional ways of recruitment processes in a company.

Time Management System: This process helps in the processes of planning, recording and valuation of employee's performance for a particular period of time. The influence of employee's presence and absence in the organization is evaluated in this process. Also attendance management, estimation of wages, log-in and log-out report etc., are included in this process.

Payroll Process: This process as the term defines is all about the pay-scale and compensations given to employees. From salary to overtime pay, comp-off pay and compensation program, everything is evaluated in this process.

ESS(Employee Self Service) and MSS(Management Self Service): Employee Self-Service helps employees to individually track various data of their certain period in an Organization. On the other hand Management Self-Service is an important process for the managers to create and maintain the data of employees.

Reporting: Finally, reporting allows HR team to deliver exact and up to date information of all its employees. The reporting tool also enables one to track the perfect structure followed in an organization.
These are the SAP HCM modules that allow HR team to work effectively towards managing employee profiles and data within the company.