

## R/3 SYSTEM

Personnel costing is a strategic success factor for every company. Take advantage of a systematic and forward-looking planning tool that considers the financial effects of all personnel events.

# IN FOCUS...

## PD PERSONNEL COST PLANNING

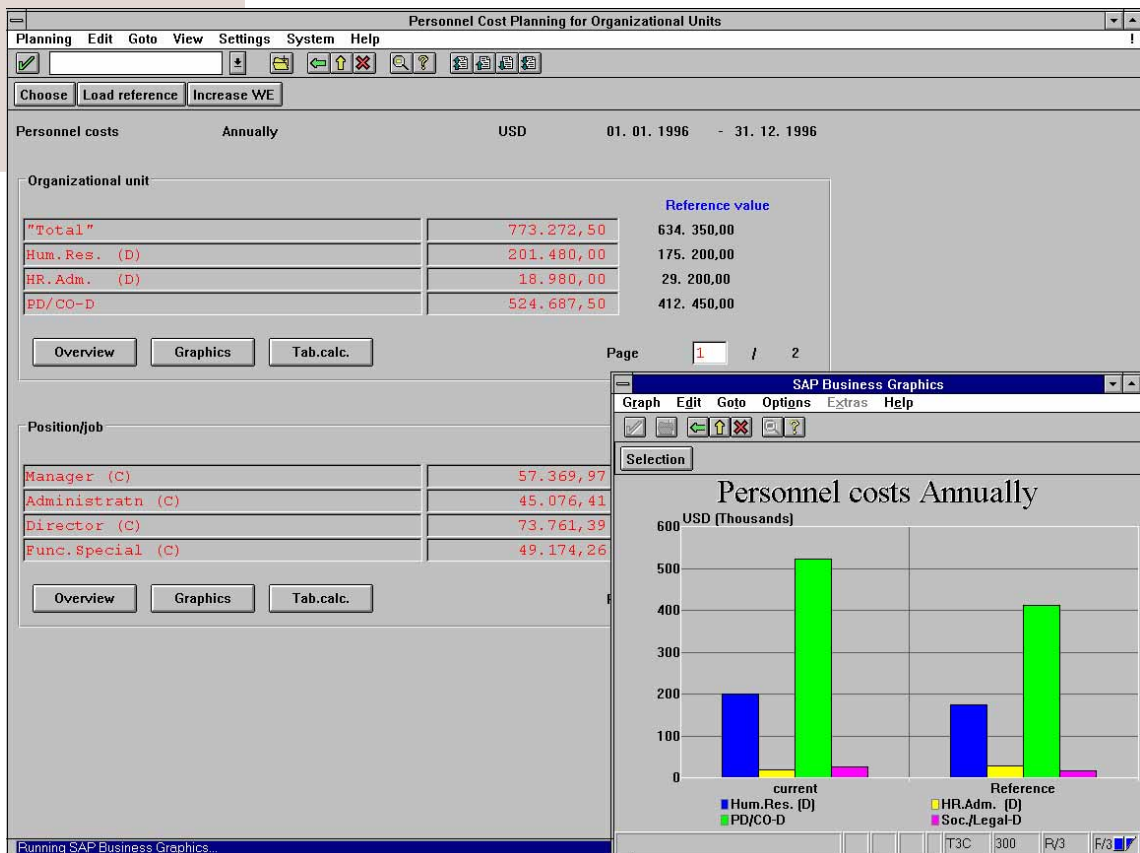
### USE EFFECTIVE PLANNING INSTRUMENTS TO OPTIMIZE YOUR PERSONNEL COST PLANNING

#### SUCCESSFUL PLANNING OF PERSONNEL COSTS

- Today, personnel costs are more than just a question of administration and payroll accounting. Avail yourself of an efficient planning and control tool that will satisfy all your requirements.
- Determine the development of personnel costs, taking planning in all areas of your company into account. Recognize the main factors affecting costs, while considering prerequisites and trends for the future.

#### A BASIS FOR STRATEGIC PERSONNEL AND COMPANY DECISIONS

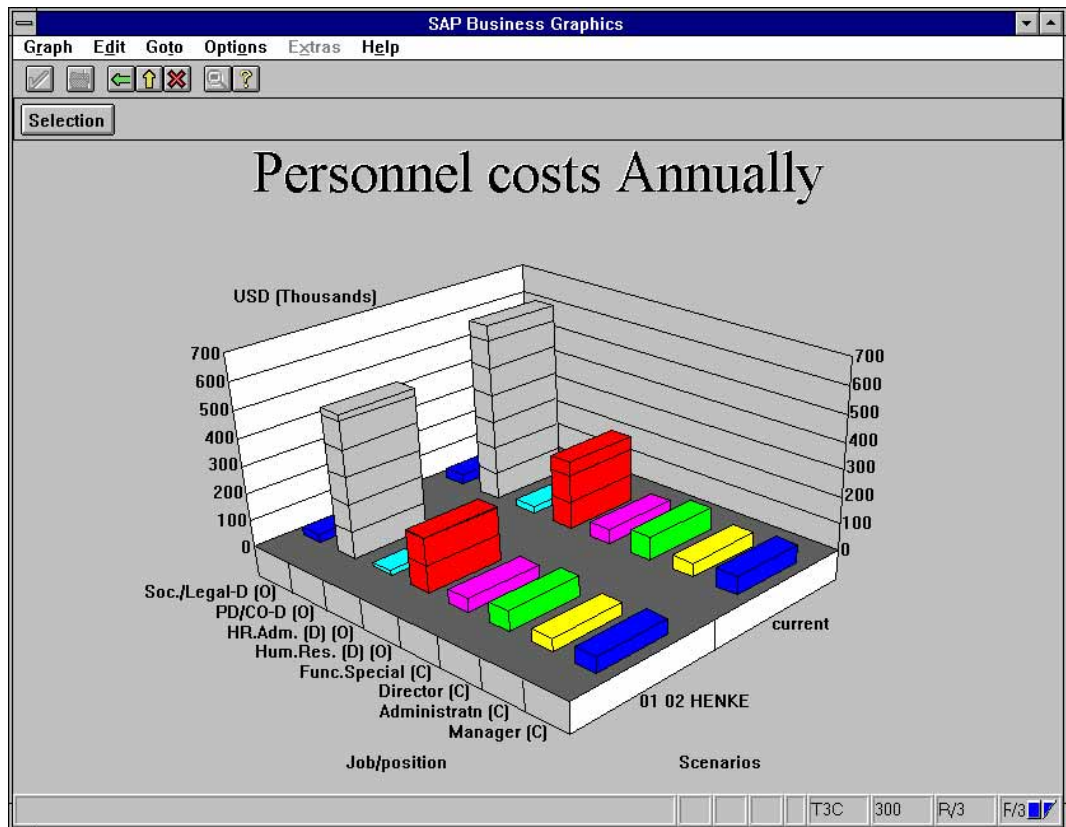
By presenting alternatives and consequences, the Cost Planning component provides you with a sound basis for decisions regarding future personnel policy in your company. SAP®'s Personnel Cost Planning component not only records the exact actual cost status, but also shows the effects of all personnel events on costs.



## PD PERSONNEL COST PLANNING

### A BASIS FOR STRATEGIC PERSONNEL AND COMPANY DECISIONS

By presenting alternatives and consequences, the Cost Planning component provides you with a sound basis for decisions regarding future personnel policy in your company. SAP's Personnel Cost Planning component not only records the exact actual cost status, but also shows the effects of all personnel events on costs. means of extrapolation and simulation procedures. Carry out simulations based on different alternatives (pay scale agreements, different taxation and deductions). Thanks to the integration of Cost Planning with HR Master Data Administration, you can do target and actual comparisons taking employees' regular pay into account. The planning results are automatically transferred to CO (Controlling). The results of evaluations and statistics regarding the development of personnel costs can constitute the basis for fundamental future personnel policy decisions.



### GRAPHICAL EDITING

You have immediate access to the results of your planning scenarios and comparisons via Personnel Cost Planning. The component has interfaces to SAP Business Graphics and EXCEL, enabling you to edit these results graphically, as required.

### TECHNOLOGY AND SERVICE

R/3 software is based on client/server architecture. R/3 is designed as an open system for use on operating systems from a variety of vendors. Along with the software, SAP offers a complete range of services: professional consulting in organizational and technical issues ranging from project planning to system implementation; qualified staff training, and 24-hour hotline support.

Find out more. Call or write to us.

SAP HEADQUARTERS: SAP AG • P.O. Box 1461 • 69185 Walldorf • Germany • Tel.: +49.6227.343838 • Fax: +49.6227.343227

SAP INTERNATIONAL: Argentina: Buenos Aires • Australia: Sydney, Melbourne, Brisbane • Austria: Vienna, Linz, Salzburg • Belgium: Brussels • Brazil: Sao Paulo • Canada: Toronto, Calgary, Montreal  
 China: Beijing • Cyprus: Nicosia • Czech Republic: Prague, Bratislava • Denmark: Copenhagen • France: Paris • Hong Kong • Greece: Athens • Hungary: Budapest • Italy: Milan • Japan: Tokyo  
 Malaysia: Kuala Lumpur • Mexico: Mexico City • The Netherlands: Hertogenbosch • New Zealand: Auckland, Wellington • Norway: Hovik • Portugal: Amadora • Russia: Moscow • Saudi Arabia: Jeddah, Dubai  
 Singapore • South Africa: Dunkeld West, Cape Town, Durban • Spain: Madrid, Barcelona • Sweden: Stockholm • Switzerland: Biel • Thailand: Bangkok • Turkey: Istanbul • U.K.: Middlesex

USA: Philadelphia, PA; Waltham, MA; Foster City, CA; Denver, CO; Irvine, CA; Kirkland, WA; Atlanta, GA; Irving, TX; Houston, TX; West Chester, IL; Minneapolis, MN