

The Advantages of an Integrated System

The Time Management system was created from the very beginning using the SAP development environment. This automatically gives you the following numerous advantages:

Time Management

Hardware and software configuration

- ❑ Hardware and system software are irrelevant. By this we mean the components can be implemented both on mainframes (operating systems MVS/DOS and BS2000) as well as in an open system architecture. At this time, you can also implement it on UNIX platforms of different manufacturers.
- ❑ You profit from the functionality of the SAP Basis System, for example:
 - An extensive data security scheme
 - Option of creating a change document
 - Real-time operation. All information that you enter into the system is immediately available to all other users.
 - Parameter control via tables that the system guides you through during data entry and maintenance.
 - Comprehensive HELP functions
EVERYWHERE in the system you can obtain documentation pertaining to the field, screen, evaluation, or other function on which you are currently working. If there is an input field, you can have the input options displayed and then pick up the right value using a standard PF key.
 - An integrated Data Dictionary.
 - Matchcode processing, which allows you to define whatever access paths to persons (e.g. entering the employee's last name instead of his/her personnel number; search over an organizational unit).
 - Connection to SAP Business Graphics, enabling you to create different graphic representations at any time from any evaluation with the currently valid data.
 - International functionality through special functions (e.g. calendar) and multiple languages.
 - And last but not least, the option of using numerous standard evaluations or creating your own with our programming language ABAP/4, and
 - customizing these evaluations to your needs,
 - using them as models for you own reports,

**SAP Basis System
functionality**

ABAP/4

- ABAP/Query** ○ defining ad hoc queries using the system-guided ABAP-Query feature.

The system also offers you the advantage that you are working with a fully integrated subsystem of the most comprehensive human resources system on the market which can meet all of your needs.

Some of the other components offered by SAP for HR functionality include:

- To record, maintain, and manage person-related data, thereby integrating your time evaluations into a comprehensive human resources information system.
- Allowing you to utilize the results of time management evaluations for compensation purposes.
- Enabling you to ease the burden associated with applicant data administration as well as to support applicant screening.
- Allowing you both to describe and represent your organization as well as to guarantee within the scope of personnel development that your employees' abilities are optimally utilized.
- Supplementing all these, a data security scheme that offers you maximum data protection.

Error! Objects cannot be created from editing field codes.

Figure 2-1: Functional overview of SAP Human Resources Management System

Standard interfaces

If you decide to use the system integrated with other components, there is no need for you to worry about how it is linked to the HR payroll accounting program or about the connection to cost accounting, or even production planning in the event of work order confirmations from employees. These are all within the scope of standard functionality.

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Figure 2-2: Integration with other SAP components

But even if you use the system as a stand-alone solution you profit from our integration know-how. Each interface connection to other SAP modules, namely the systems

- Cost Accounting CO
- Financial Accounting FI
- Production Planning and Control PP
- Plant Maintenance PM
- Shopfloor Control System SAP-DASS

can also be used as output interfaces to external systems.

What kind of integration do we offer you?

Integration with HR:

Personnel Administration, Planning, Payroll, Travel Expenses and Applicant Data Administration

Integration with other SAP applications:

Cost Accounting, Production Planning, Plant Maintenance and Shopfloor Control System

