

## Incentive Wages

Nowadays data entry and valuation of an employee's incentive wages data is often included within the responsibilities of personnel time management. For this reason we want to give you a brief overview of the functionality of SAP incentive wages processing.

The component "Individual Incentive Wages" comprises the data capture and valuation of incentive wages data that is directly credited to individual persons. Using this component as a basis, the component "Group Incentive Wages" also allows you to manage groups, record group-relevant incentive wages data, and determine valuation factors (duration of membership in group, percent distribution). Tables are provided in which you can define formulas for computing premium rates.

Individual and group premiums

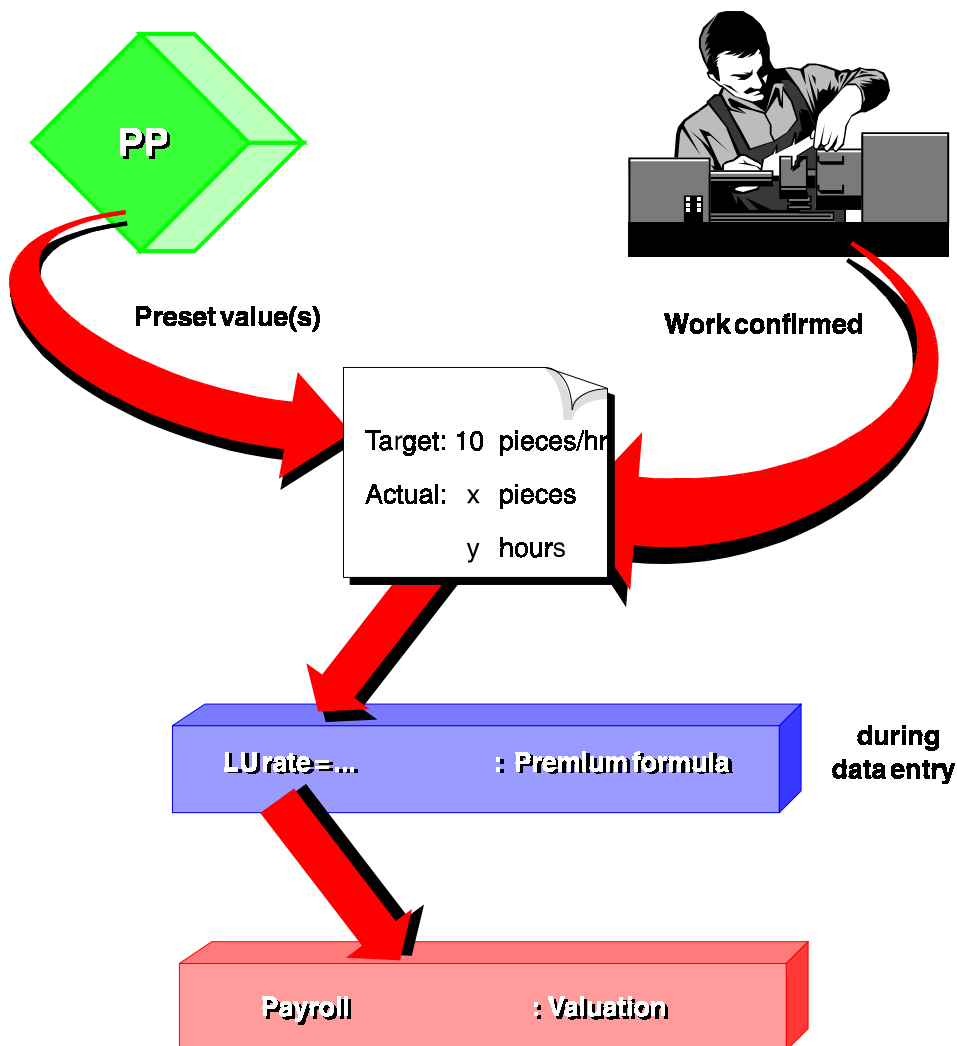


Figure 11-1: Incentive wages

**Time ticket types** Time tickets are classified into time ticket types to make data entry comfortable and avoid input errors. The standard release includes the following time ticket types:

- premium time tickets in individual incentive wages
- time tickets for work times paid on average
- quantity time tickets for planned times in group incentive wages
- personnel time tickets for actual times in group incentive wages
- supervisor time tickets for individual piece-work with relevance for a group

**Input screens** Three separate input screens are assigned to each time ticket type: The main screen allows you to maintain all of the fields connected with the time ticket, whereas the list screens enable fast input or maintenance of several time tickets. One of the list screens is for several persons or groups. This means that you can enter unsorted time tickets without having to change unnecessarily from one screen to another. Another special feature is that individual and group time tickets can be entered and maintained using one transaction. Trouble-free switching between screens is possible without exiting the transaction.

If need be, other time ticket types can be set up for your practical requirements, including all of the relevant input screens. Modifications in the program coding are not necessary.

**Figure 11-2: Main screen for premium time tickets**

In the maintenance mode all input transactions allow you to change existing time tickets and enter new ones. In addition, the data input transactions can be started in the create mode. In doing so, no existing time tickets can be read from the database, i.e. only new ones can be entered and saved. This makes it possible for several users to input time tickets for the same employee or group without blocking one another.

Data entry  
in the create mode

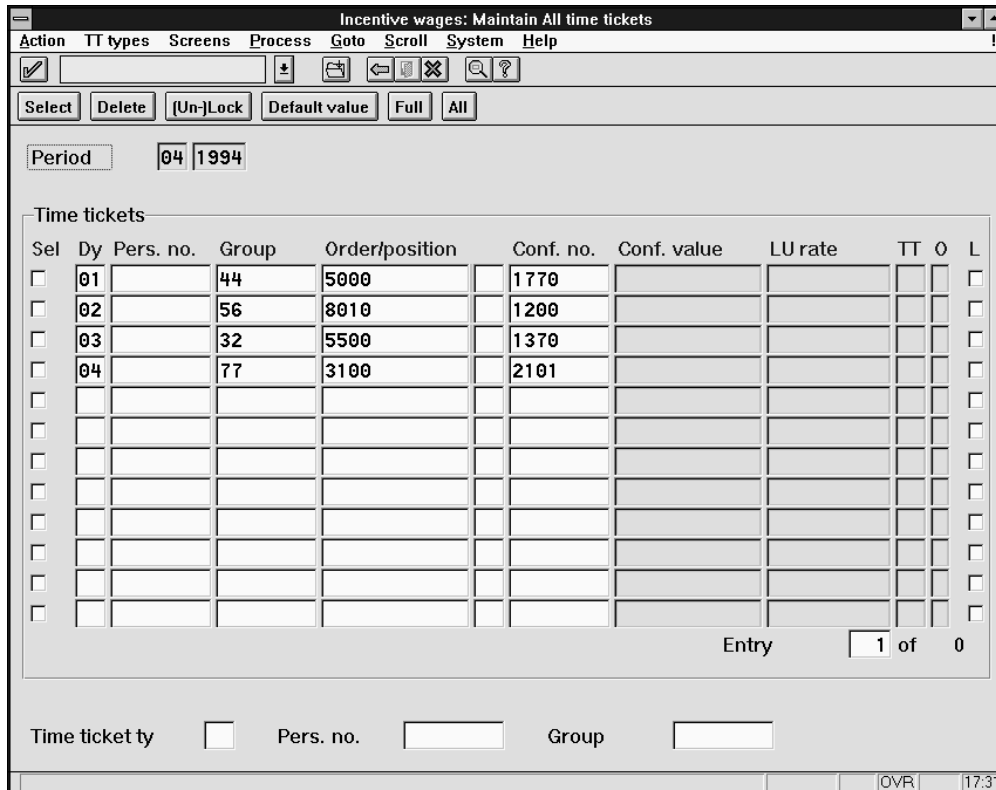


Figure 11-3: Fast entry of premium time tickets

Warnings, messages, and confirmation requests can be deactivated according to user needs. This speeds up data input for individual users who are experienced with the system.

Switch for  
dialog control

Parameters can be set for incentive wages so that work order or completion confirmation data can be picked up by **PP Production Planning and Control**. Another option is to post **PP** messages directly to HR and maintain them using the incentive wages transactions.

Connection to PP

Time tickets created via **PDC** (Plant Data Collection) can also be posted directly to **SAP Incentive Wages**. They may then be controlled using the switches built into the incentive wage transactions or merely maintained via the **PDC** interface.

Data supplied  
via PDC interface

All person-related time tickets allow you to enter begin and end times. Breaks stored in the employee's shift schedule are automatically deducted and the remaining time is transferred to the time ticket as the actual time worked.

Link to personal  
shift schedule

**Cumulations** Cumulations controlled via tables are made while data is being entered. These values (e.g. actual time, planned time, labor utilization rate) are cumulated and/or computed day by day and per period. They are thus available to you before the payroll for evaluations or time comparisons, thereby enabling you to check input data before it flows into payroll processing. Such cumulations are carried out for each employee and group affected by incentive wages.

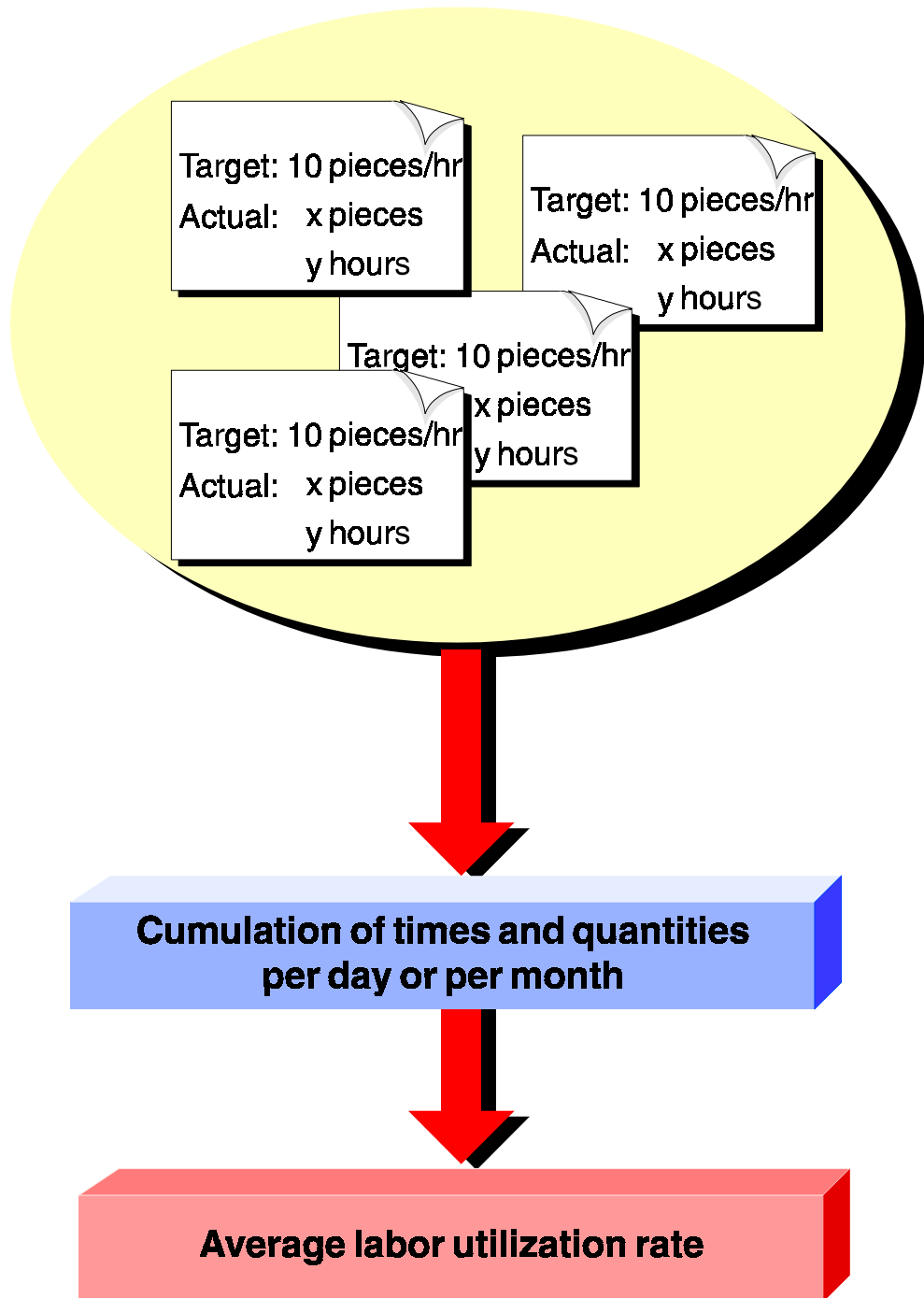


Figure 11-4: Determination of labor utilization rates

The valuation of incentive wages data is performed within the framework of the general payroll program. The techniques applied in this environment enable you to store your company's special features as rules in tables.

## Payroll

In standard processing, a valuation can take place according to either the average labor utilization rate or the earnings factor.

An exact valuation is performed for each time ticket based on the employee's workplace and wage group specifications.

The valuation per time ticket function is available for evaluations and statements.

A gross statement for employees can be created using table controls. You have the option of printing out the recorded time ticket data alone or together with the relevant payroll results.

## Evaluations and statements

The components "Individual and Group Incentive Wages" are designed as open systems, so most needs can be handled by the standard system. If a modification is necessary, user exits controlled by flags allow you to clearly distinguish between standard coding and modifications. The possibility of linking this component to your own PPC system has also been taken into account.

By making use of SAP development tools you can also add other time ticket fields to the structures and screens. Unused fields can be removed from the data input screens to ensure fast and trouble-free input by reducing the number of fields on the screen to a minimum.

What kind of time tickets do we offer you in the standard?

- Premium the tickets in individual incentive wages
- Time tickets for work times paid on average
- Quantity time tickets for planned times in group incentive wages
- Supervisor time tickets for individual piece-work with relevance for a group
- Personnel time tickets for actual times in group incentive wages

