S4HR40 - Payroll Configuration in SAP HCM for S/4HANA (predecessor HR400) Training

Duration: **5 Day**

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The **Payroll Configuration in SAP HCM for S/4HANA (S4HR40)** training course provides comprehensive and in-depth knowledge of on-premise payroll functionality in SAP HCM and SAP HCM for S/4HANA.

Throughout the course, participants will gain a detailed understanding of payroll processing, learn how to interpret **Personnel Calculation Rules (PCRs)** and develop the skills required to create their own calculation rules.

Beginning with payroll fundamentals, the course progresses to payroll initiation, wage type valuation, absence valuation and retroactive accounting. Participants will also explore different wage types and understand how they are used within payroll calculations.

The course focuses on the functionality of **SAP HCM for S/4HANA**. However, professionals who are still working with SAP ECC 6.0 EHP8 are also welcome to attend. Differences between the two environments will be explained during the training.

Prerequisites

Essential Prerequisites

- Completion of **S4HR11 – Business Processes in HCM Payroll for S/4HANA (predecessor HR110)**.

Recommended Prerequisites

- Completion of **S4HR05 – Business Processes in SAP HCM for S/4HANA (predecessor HR050)** is recommended.

Who Should Attend

This course is intended for professionals seeking to expand their knowledge of **SAP HCM payroll configuration** and payroll processing, including:

- Application consultants
- Business analysts
- Business process owners, team leaders and power users
- Data consultants and data managers
- Help desk and Centre of Excellence (CoE) support professionals

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What You Will Learn

Upon completion of this course, participants will be able to:

- Develop a detailed understanding of **SAP HCM payroll processing**.
- Interpret existing Personnel Calculation Rules (PCRs) and create their own rules.
- Initiate payroll runs.
- Work with different types of **wage types**.
- Understand the processes involved in wage type valuation and payroll calculations.
- Explain how **retroactive accounting** is handled within SAP payroll.

Training Outline

- **Payroll Fundamentals**
- Personnel Calculation Rules (PCRs)
- Initiating Payroll Processing
- Wage Type Valuation
- Absence Valuation
- Selection of Time Wage Types
- Payroll Factoring
- Cumulation Wage Types
- Retroactive Accounting
- Average Processing