

Rating*	Colour Legend	
6	Certified	SAP certified
5	Expert, Consultant	Many years of experience, several time implemented
4	Many years of practice	Implemented more than 1 time
3	Hands-on experience	Good Knowledge of the End-user-processes
2	Educated	Educated but not much practice
1	In education	Planned to get know-ledge in these processes
0	No experience	

> Work force Process Management

Business process	Process step	R*	SPC know-how
Administering Employee HR Data	Offers advanced features for Employee Administration, e.g., Transfers or Employee Status Change. Provides the central repository for employee data in SAP ERP HCM; data stored here is used throughout SAP ERP HCM. Integrates the information in Personnel Administration fully with other SAP business applications, especially Financials and Logistics.	4	Years of experience in R/2 (RP)
		3	In HR
Managing Employee Time and Attendance	Positive time Management	4	Implemented in R/2and HR <ul style="list-style-type: none"> • Cycles • Schema • Reports • Testing
Recording Time and Labor Data	Payroll, employee time accounts, and controlling for time and labor data <ul style="list-style-type: none"> • Allocating internal activities • Documenting progress of projects • Issuing invoices for service customers • Recording services performed by external employees • Confirmation of orders from Service Management or Plant Maintenance. 	4	Implemented once <ul style="list-style-type: none"> • CATS • Expert in transfer CATS-Data to Controlling-Objects • Involved with interface to PP
Managing Global and Localized Payroll	Handles all payroll processes, supports current legal regulations and collective agreement specifications, and ensures compliance with regulatory changes.	4	In R/2 many years of Experience
		3	In R/3 good knowledge of the technical background
		4	Expert in Interface to FI/CO, Payment through DME Workbench implemented.