

SAP ERP based HR Module for an Educational Institution Payroll

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Abstract

Management Business is rapidly increasing in the world, Enterprise Resource Planning (ERP) has high productivity which are static and integration done seamlessly with their respective modules. With the help of HR module, unambiguous hierarchy of the employees within their organization along with their roles and positions, then maintenance done. In order to maintain consistency, we implemented a systematic fixed operating process and up-to-date maintenance procedure using SAP-Staff maintenance, which helps to manage all maintenance activities.

Keywords: Enterprise Resource Planning (ERP), Graphical User Interface (GUI)

1. Introduction

With the introduction of ERP systems, any educational organization, the data of their employees will be as a file, a folder, an e-book, or any digital information from any electronic device. The ERP device is the quality answer for any information system which remains your system simple after it has built the structure of the system in that time. Optimization and resource usage is the key component of any enterprise which has the inclination to attain the first-class outcome from the prevailing infrastructure. Institute control is the largest mission for any organization to gain the favored desires, excellent quality and the targets. ERP structures are followed by the numerous educational organizations for key managerial and theoretical services. In an educational organization the combination of all enterprise resources represents the mixing of systems for human resource management (monitoring of employees) and finance (accounting, payments, investments and finances) that was once reinforced through discrete and often incompatible data applications. Nowadays, organizations are renewing the human assets and turning them into one of the essential features of the challenge management. In an organization, Staff creation and maintenance functions are fully integrated and mainly focusing on management, recruitment and providing direction for the people who are working. The research on human resource in the framework of ERP is relatively new.

2. Enterprise Resource Planning System

Enterprise Resource Planning (ERP) is a software combines every streams and functions across of organization to a centralized system which serves every organization particular need. ERP is a common referral name for every software provided by many vendors. Some of them are SAP, ORACLE, BANN, Microsoft etc. ERP solution through SAP is suitable to dealing with organization's huge network of business.



3. Benefits of SAP-ERP

- SAP is primarily used in every Management tasks of a organization including creating organization, managing organization and customer information, and controlling finances and finally generating the payroll.

- Sharing information is the main concept of SAP.
- Increasing the inventory leads to greater flexibility, maintenance costs will also be less.
- Effective control of account, quality and less re-work improves supply relationship connectivity with remote locations and branches in different locations.
- Centralized database is used in SAP R/3 because of generalizing the information.

4. 3-Tier Architecture of Sap

Presentation Layer

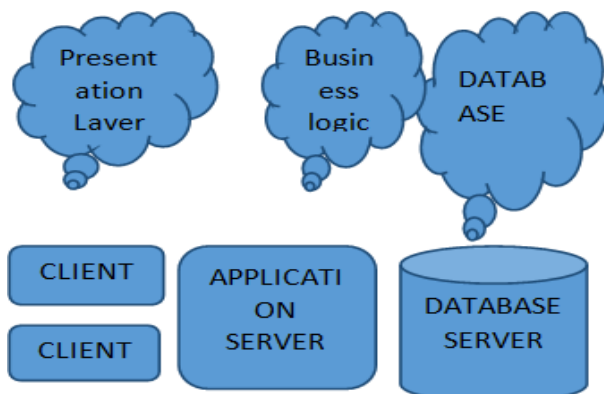
- Presentation Layer is also called as Client system layer.
- Presentation servers contain systems capable of providing a graphical interface between the user and process
- Presentation Layer holds information and data about user interaction.
- In SAP-User interaction purpose we use Graphical User Interface (GUI).

Application Layer

- Intermediate to Database and the Presentation layer.
- Uses huge amount of RAM.
- Application Layer is also know Kernel Layer and Basic Layer.
- SAP Programs are run on the output of the desired programs in the base of application layer.
- Application layer acts a bridge of a communicator between Presentation and Database layer.

Database Layer

- Database servers are special type of integrated systems with fast accessibility and ability to access it efficiently.
- It also contains the information about the user and all other details that to linked to each other.
- Database layer stores, update, retrieve and manages the data adequately.
- These data can be comprised of Business, Personal or professional data that are integrated with SAP system data, SAP tables, Programs.



5. Phases of ERP SAP

SAP is not only a software package but also loaded as a computer and used. It is a stage-by-stage development which involves a time span about at least 18 months of work carried with the huge team.

The phases of ERP, i.e., Accelerated SAP (ASAP) tools are tailor-made for an effective, fast, and well-organized:

- Project Preparation – Defines the need of objective, scope of the requirements, strategy of Planning, schedule with respect to time and efficiency.
- Business Blueprint - Detailed Illustration about the resources and the requirement, documentation of required business process, minimum and maximum scope..
- Realization – Describes about the system implementation by satisfying all the business needs that then leads to testing and release it for the production.
- Final Preparation – Last phase is about testing the system, end user training, and managing the system and its activities.
- Go Live & Support – After successful completion of project and project it to live and providing continuous support to the system.

6. Determination of Requirements

For an organization, the hierarchy of their respective positions or posts are required by the company such that for proper maintenance and surveillance which they can fulfill their requirements. A list of requirements (Vacancies) is processed in a systematic way, eventually it is approved by a senior authority of that particular individual within the organization, followed by the Approval. Finally, a formal list is made that is known as the Vacancy list and Hired List with one or more level of approval is published.

7. ERP Based PM Module

1. Creating Organizational Unit.
2. Maintaining entire Organization.
3. Recruiting persons.

1. Create Organization:

Organization is the highest level of the organization. Organization is like the capsule which nests everything (Person, job, position)

T code: PP01

Creating Positions:

Positions are the entities which contains the all details of the vacancy positions or the places to be get recruited or to be filled.

T code: PO13

Creating Jobs:

Jobs are similar to the positions which tells about the position's quantities (number of people).

T Code: PO03

2. Maintaining the Organization, Positions, Jobs:

Maintenance of the entire organization and their attributes are together controlled and maintained here.

T code: PPOME.

3. Recruiting Process (Details of People):

Here the people are recruited and the details of the people are given entirely. These details mainly consist of bio -data of the person. It has many other Sub-processes.

T Code: PA40.

Payroll Generation:

Payroll is the process of collecting and displaying the entire details of the salary including some parameters like basic pay, hr., pf, etc. which varies with accordance of the organization.

T code: OOG0

Figure 1: Creation of Organization

Object	Object abbr.	Object name	Language Key
	Demo Job	Demo Job	English

Figure 2: Creation of Positions

Figure 3: Creation of Jobs

Figure 4: Maintaining of Organization

Figure 5: Recruitment Process

Figure 6: Payroll Generation

8. Conclusion

Now-a-days many organizations adopts the traditional information technology systems. They were developed to accomplish some specific risks and provide reviews and evaluate the incidents of the events which have already taken place and also the events that are to be taken place in the near future. ERP gives the perfect key for the problem about the detailed and accurate data handling, staff handling, Maintenance which paves way for achieving the organization's goals easily and quickly. With the help of SAP, information about the personnel along with their relationships which helps in increasing the good track of people along with the neat hierarchy.

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