A RATIONAL APPROACH OF SAP ERP BASED HR MODULE FOR AN ORGANISATION PAYROLL

Dr.S.Padmapriya, Professor, Computer Science and Engineering Department, Chennai.
Ragunath C, Computer Science and Engineering Department, Chennai.
Sasidharan K, Computer Science and Engineering Department, Chennai.
Sriram J Computer Science and Engineering Department, Chennai.

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 maintainence done. Inorder 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.

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 over a 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 favoured 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, organisations are renewing the human assets and turning them into one of the essential features of the challenge management. In an organization, Staff creation and maintainence 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.

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 organisation particular needs. 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 organisation's huge network of business.

BENEFITS OF SAP-ERP:

- SAP is primarily used in every Management tasks of a organisation including creating organisation, managing organisation and customer information, and controlling finances and finally generating the payroll
- Sharing information is the main concept of SAP.
- Centralised database is used in SAP R/3 because of generalising the information.
- Increasing the inventory leads to greater flexibility, maintainence 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.

3-TIER ARCHITECTURE OF SAP

PRESENTATION LAYER:

Presentation servers contain systems capable of providing a graphical interface.

- ➢ Presentation Layer is also called as Client layer.
- ➢ Presentation Layer holds information 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 known as Kernel Layer and Basic Layer.

> ➤ SAP Programs are run on the application layer.
> ➤ Application Layer serves as a purpose of a communicator between Presentation and Database Layer.

Application server is where the dispatcher distributes the work load to the different work processes makes the job done.

DATABASE LAYER

Database servers contain specialized systems with fast and large hard-drives.
> ➤ Database layer stores and manages the data
> ➤ These data can be comprised of Business data, SAP system data, SAP tables, Programs. ▢ Examples − Oracle, Microsoft SQL Server, IBM DB/2, Siebel, Sybase, etc.
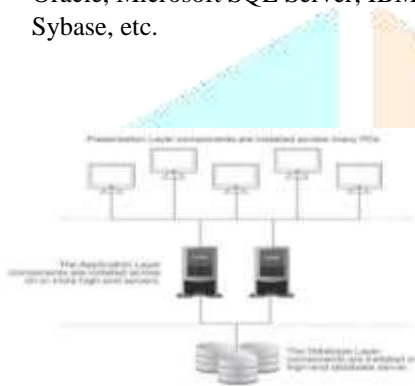
PHASES OF ERP SAP

SAP is not just alone a software package that is loaded on a computer and used. It is a stage-by-stage development which involves a time span about atleast 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 goals & objective, scope, strategy, schedule and resources.
> ➤ Business Blueprint- Illustrates about the requirements, document business process, baseline scope, refines overall schedule which is similarly a pattern.
> ➤ Realization –Conveys about the system implementation, testing and release it for the production.
> ➤ Final Preparation – Last phase is about testing the artifact , end user training, and managing the system and its activities.
> ➤ Go Live & Support - Pre-production to live production and support organization.

ERP BASED PM MODULE

1. . Creating Organisational Unit.

2. Maintaining entire Organization.

3. Recuiting persons.

4. Payroll generation.

DETERMINATION OF REQUIREMENTS:

For an organisation ,people and hierarchy are required by the company, and proper maintainence can fulfill the requirement. A list of requirement(Vacancies) is made and then it is approved by a senior authority within the organization. After approval, a formal list is made that is known as the Vacancy list with one more level of approval which is published.

1.CREATE ORGANISATION:

Organisation is the highest level of the organisation. Organisation is like the capsule which nests everything(Position,Job,Person)

TCode: PP01

CREATING POSITIONS:

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

TCode: PO13

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

T Code: PO03

2. MAINTANING THE ORGANISATION,POSITIONS,JOBS:
Maintanence of the entire organization and their attributes are together controlled and maintained here.

TCode :PPOME.

3. RECUIRTING PROCESS(DETAILS OF PEOPLE):
Here the people are recuited and the details of the people are given entirely. These details mainly consists of bio-data of the person. It has many other Sub-processes.

TCode: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 organisation.

TCODE:OOG0

CREATION OF ORGANISATION:

CREATION OF POSITIONS:

CREATION OF JOBS

MAINTAINING OF ORGANISATION

RECURITMENT PROCESS

PAYROLL GENERATION:

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 events which have already taken place. ERP gives the best solution about the data handling, staff handling, Maintainance which paves way for achieving the organisation'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.

REFERENCES

1..BOEDER,JOCHEN; GROENE, BERNHARD, "The architecture
of SAP ERP:four main level of integration"
February 2014,ISBN9783849568146.

2.Designing SmartForms, paper presented by Lisonsky,Rieva
ISBN:nr 3-89842-196-1
Volume:42 (NOV 2007).