

HRF004

Decentralised Personnel Cost Planning

With the HRFORCE-Solution “Decentralised Personnel Cost Planning”, you receive a tool that both provides you with a fast overview of costs and affords simple change entries (new staff additions, exits, changes of status ...).

Solution Description

Listing of cost items ensues based on the structural organisation and you can flexibly arrange which information is displayed as data columns in the overview.

You can freely define which change actions based on the basic actions of new staff additions, exits, remuneration adjustment, employment level, ranking, extension, start and end of an absence, and fees you want to use.

For these actions, wage types that are permissible for entries can also be defined and grouped together (including indirect assessment).

Immediate recalculations of changes and comparisons with an original plan are of course possible. The planned costs are also possible as ABAP List Viewer Evaluation per cost item.

Implemented Functionalities

DETERMINING OF COST ITEMS

Based on the structural organisation that can, however, be adjusted (client exit).

DEFINING OF CHANGE ACTIONS

Programmable change actions
Proposed values and checking are possible with client exit.

COMPARING WITH SOURCE

“Original”, “new” and “delta” cost views can be called up from an original planning run.

RECALCULATION

Changes are immediately recalculated and displayed.

PERIODS ARE SUPPORTED

Costs can be displayed all together, semi-annually, quarterly or monthly.

DISTRIBUTING AND ALLOCATING COSTS TO MORE THAN ONE POST

Cost distribution and allocation to several posts are taken into consideration.

Client Advantages

Based on Standard SAP cost planning

No separate cost lists (in Excel, etc.) for decentralised people responsible for costs

Entries made directly by people responsible for costs ⇒ less work for the HR department

Clear representation of costs

Simple handling of planned changes

Impact of planned changes immediately apparent

Comparison with a reference plan