



*Training Course:
SAP Human Capital Management*

*24 August - 4 September 2026
Trabzon (Turkey)*

Training Course: SAP Human Capital Management

Training Course code: SC235183 From: 24 August - 4 September 2026 Venue: Trabzon (Turkey) - Training Course Fees: 10300 ₺ Euro

Introduction

Welcome to the SAP Human Capital Management HCM Training Program! In today's dynamic business environment, effectively managing your workforce is crucial for success. SAP HCM is a powerful tool that empowers organizations to streamline HR processes, enhance employee engagement, and optimize talent management. This 10-day training program is designed to equip participants with the knowledge and skills needed to harness the full potential of SAP HCM. Whether you are an HR professional, system administrator, or business leader, this program will enable you to leverage SAP HCM to enhance your organization's HR operations.

Objectives

By the end of this 10-day SAP HCM training program, participants will be able to:

- Understand SAP HCM Fundamentals: Gain a solid understanding of SAP HCM's key concepts, terminology, and navigation.
- Effectively Manage Organizational Structures: Learn how to create and manage organizational units and hierarchies to streamline reporting structures.
- Manage Personnel Data: Master personnel administration tasks, including hiring, termination, and data maintenance.
- Optimize Time Management: Efficiently handle time recording, work schedules, and attendance management.
- Process Payroll: Gain the skills needed to configure payroll schemas, run simulations, and manage payroll processing.
- Enhance Talent Management: Explore talent and succession planning, performance management, and learning initiatives within SAP HCM.
- Enable Self-Service and Workflow: Configure Employee Self-Service ESS and Manager Self-Service MSS functionalities, including workflow and approvals.
- Leverage Reporting and Analytics: Generate meaningful reports and use analytics to support data-driven HR decisions.
- Integrate SAP HCM: Understand how SAP HCM integrates with other modules and systems for seamless data flow.
- Ensure System Administration and Security: Manage user authorizations, system administration tasks, and data privacy and compliance.

Target Audience

This SAP HCM training program is ideal for individuals and professionals in various roles, including but not limited to:

- HR Managers and Professionals
- System Administrators
- Business Analysts
- IT Professionals working on SAP HCM implementation.
- Managers and Leaders responsible for HR processes
- Anyone interested in understanding SAP HCM for HR and talent management.

Outline

Day 1: Introduction to SAP HCM

- Overview of SAP HCM
- Importance of SAP HCM in HR processes
- Navigation in SAP HCM
- Basic terminology and concepts

Day 2: Organizational Management

- Organizational units and hierarchies
- Object types and relationships
- Creating organizational units
- Reporting structures in SAP HCM

Day 3: Personnel Administration

- Employee master data
- Hiring and termination processes
- Personnel actions and infotypes
- Data maintenance and validation

Day 4: Time Management

- Time recording and attendance management
- Work schedules and holiday calendars
- Time evaluation processes
- Absence and attendance processing

Day 5: Payroll Management

- Payroll architecture
- Payroll schemas and rules
- Wage types and processing classes
- Running a payroll simulation

Day 6: Talent Management

- Talent and succession planning
- Performance management
- Career development and learning management
- Competency management

Day 7: Employee Self-Service ESS and Manager Self-Service MSS

- ESS and MSS functionalities
- Configuring ESS and MSS
- Employee and manager roles
- Workflow and approval processes

Day 8: SAP HCM Reporting and Analytics

- SAP Query and Ad Hoc Query
- Standard reports and custom reporting
- Introduction to SAP Business Intelligence BI integration

- HR analytics and dashboards

Day 9: SAP HCM Integration

- Integration with other SAP modules FI/CO, MM, etc.
- Third-party system integration
- Data migration and data interfaces
- Best practices for system integration

Day 10: System Administration and Security

- User management and authorizations
- Transport management system TMS
- System monitoring and troubleshooting
- Data privacy and compliance

Registration form on the Training Course: SAP Human Capital Management

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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