



SAP S/4HANA Payroll

SAP HR S/4 HANA – Payroll Basics for Payroll Kuwait

1. Payroll Overview

- Define Payroll Accounting
- List components of gross and net pay calculation
- List the steps in the Payroll cycle-Understand the integration between payroll and other SAP components
- Payroll process-Gross payroll and Net payroll-Payroll cycle.

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2. Prerequisite configuration for Payroll.

- Configuration of prerequisite Info types
- Control Record
- Payroll organization-Payroll accounting areas
- Period and date modifiers
- Payroll periods-Defaulting payroll area

3. Configuration of Basic pay Infotype

- Employee subgroup grouping
- Payscale types and Areas
- TARIF
- Payroll periods, Payscale groups and levels
- Payscale salary ranges

4. Configure Wage types for Basic pay and Wage type configuration tool

- Permissibility per infotype
- Wage type characteristics
- Wage type group Basic Pay
- EE subgroup grouping for primary wage type
- PSA grouping for primary wage type
- WT permissibility per ESG and PSA
- Default wage types
- Wage type models for created wage types
- Valuation of Wage types
- Modules for Indirect Valuation, TARIF, PRZNT , SUMME
- Primary and secondary wage type

. 5. Configuration of payroll Infotypes.

- Organizational assignment-Payroll status
- Planned working time
- Basic pay
- Bank details
- Recurring payments and deductions
- Additional payments
- external wage components Country Specific Infotypes

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- ✓ IT 0207 Residence Tax Area
- ✓ IT 0208 Work Tax Area
- ✓ IT 0209 Unemployment State
- ✓ IT 0210 Withholding info W4/W5 US

6. Payroll run

- Payroll simulation
- Payroll run (Release payroll, Start payroll, Payroll log , check results, corrections , exit payroll, remuneration statement ,display payroll results)
- Payroll log
- Payroll result

7. Configuration of technical procedures-schemas-functions-personnel calculation rules, control tables.

- Payroll driver RPCALCxO-Payroll schema X000, Functions
- WPBP, PIT, PRINT, BREAK, COM, COPY, PGM, UPD, OPT, ABR, PORT, XLRO, ENAME, IMPRT
- PCR : X010, X013, UMOD, X015, XPPF
- Processing class: 01, 06, 15, 31, 20, 25 and 30
- Valuate time wage types, constant valuation, Person related valuation basis, Assign valuation basis.

This component elaborates the country-specific enhancements in the payroll calculation that meet the special requirements in Kuwait.

- Advance leave payment This function enables employees to receive part of their salary that corresponds to paid leave days by an off-cycle payroll run, even before the leave takes place.
- Provision calculation This function enables companies to accumulate and prepare for payment of various benefits on a regular basis in each payroll run. Provision calculation for leave passage, paid leaves and end-of-service payment are integrated in payroll calculation.
- Refinement of absences This function provides companies with more options to configure the allocation, distribution and evaluation process for special absence types.

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