

# Mastering Hr Management With Sap Or Hcm As A Part Of The Solutions Family

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## Mastering HR Management with SAP

### 100 Things You Should Know about ABAP Workbench

MDX (Multi-Dimensional eXpressions) is extraordinarily powerful, and is used for both self-service reporting and advanced analytics. If you are going to do multi-dimensional analysis, you have to know MDX. MDX enables business users to perform analyses and generate reports that are next to impossible in any other query language, such as SQL, or even in BEx queries. This is the complete guide to generating effective reports and solving business problems using MDX in NetWeaver BW. First, the author introduces you to this extraordinarily powerful query and calculation language for both advanced analytics and self-service reporting. With expert guidance, you'll explore the idiosyncrasies of the MDX language and understand what object(s) each function takes as inputs and what they generate as outputs. Then, get an in-depth look at self-service reporting and analytics with MDX and how well these tasks are accomplished depending in large part on the modeling of InfoCubes. You'll find out about techniques for improving query response time, including use of the SAP NetWeaver BW Accelerator. Finally, you'll also learn about the recent and substantial enhancements to the SAP NetWeaver BW MDX engine, the MDX-based OLAP BAPI, and the OLAP Data Access (ODA) component in SAP BusinessObjects.

## Concur

The Wall Street Journal bestseller—a Financial Times Business Book of the Month

and named by The Washington Post as “One of the 11 Leadership Books to Read in 2018”—is “a refreshingly data-based, clearheaded guide” (Publishers Weekly) to individual performance, based on a groundbreaking study. Why do some people perform better at work than others? This deceptively simple question continues to confound professionals in all sectors of the workforce. Now, after a unique, five-year study of more than 5,000 managers and employees, Morten Hansen reveals the answers in his “Seven Work Smarter Practices” that can be applied by anyone looking to maximize their time and performance. Each of Hansen’s seven practices is highlighted by inspiring stories from individuals in his comprehensive study. You’ll meet a high school principal who engineered a dramatic turnaround of his failing high school; a rural Indian farmer determined to establish a better way of life for women in his village; and a sushi chef, whose simple preparation has led to his unassuming restaurant being awarded the maximum of three Michelin stars. Hansen also explains how the way Alfred Hitchcock filmed Psycho and the 1911 race to become the first explorer to reach the South Pole both illustrate the use of his seven practices. Each chapter “is intended to inspire people to be better workers...and improve their own work performance” (Booklist) with questions and key insights to allow you to assess your own performance and figure out your work strengths, as well as your weaknesses. Once you understand your individual style, there are mini-quizzes, questionnaires, and clear tips to assist you focus on a strategy to become a more productive worker. Extensive, accessible, and friendly, Great at Work will help us “reengineer our work lives, reduce burnout, and improve performance and job satisfaction” (Psychology Today).

### **Great at Work**

Imagine that it’s the 1950s, and you are in charge of developing the U. S. interstate system. There are countless roads already in use. The system can go in numerous different directions. Where do you begin? Starting to transform your business with SAP NetWeaver is that daunting. NetWeaver is both an application platform and an integration platform. It integrates your current IT systems to enable portals, collaboration, data management, and development environments. To grasp the complexities and possibilities of SAP ASAP, dig in with SAP NetWeaver For Dummies and explore: MySAP Business Suite SAP Enterprise Planning Resource (ERP), Customer Relationship Management (CRM), Supply Chain Management (SCM), Human Capital Management (HCM), Product Lifecycle Management (PLM), Supplier Relationship Management (SRM), and more Mobile Infrastructure that performs like a universal translator for mobile interfaces, including laptops, wireless phones, and PDAs Master Data Management, including using the content consolidation technique to “clean up” data, master data harmonization to distribute it, and central master data management to maintain a data repository Web Application Service and NetWeaver Developer Studio—tools that let you integrate and create your own customized applications Written by Dan Woods, former CTO of The Street.com and CapitalThinking, and Jeffrey Word, the Director of Technology Strategy for SAP, this guide features real-life stories from businesses and examples of typical uses to help you cut through the complexities and get up and running. It includes a CD-ROM with: Detailed white papers and product overviews Stores from customers using SAP NetWeaver today Demos that show SAP NetWeaver in action A directory of resources for additional information Like that interstate system, SAP NetWeaver doesn’t have to be integrated all at once.

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You choose the applications that have the most potential to benefit your company's operations and bottom line. SAP NetWeaver For Dummies even gives you recommendations for rolling it out and suggests practical ways to get started and get quick returns on your SAP investment. Then you're going full-speed ahead on the road to success!

### **Mission**

A new classic, cited by leaders and media around the globe as a highly recommended read for anyone interested in innovation. In *The Innovator's DNA*, authors Jeffrey Dyer, Hal Gregersen, and bestselling author Clayton Christensen (*The Innovator's Dilemma*, *The Innovator's Solution*, *How Will You Measure Your Life?*) build on what we know about disruptive innovation to show how individuals can develop the skills necessary to move progressively from idea to impact. By identifying behaviors of the world's best innovators—from leaders at Amazon and Apple to those at Google, Skype, and Virgin Group—the authors outline five discovery skills that distinguish innovative entrepreneurs and executives from ordinary managers: Associating, Questioning, Observing, Networking, and Experimenting. Once you master these competencies (the authors provide a self-assessment for rating your own innovator's DNA), the authors explain how to generate ideas, collaborate to implement them, and build innovation skills throughout the organization to result in a competitive edge. This innovation advantage will translate into a premium in your company's stock price—an innovation premium—which is possible only by building the code for innovation right into your organization's people, processes, and guiding philosophies. Practical and provocative, *The Innovator's DNA* is an essential resource for individuals and teams who want to strengthen their innovative prowess.

### **The Data Driven Leader**

\* Master the SAP ERP HCM data model, authorizations, infotype framework, interface architecture, and more \* Develop custom reports, apply enhancement techniques, and explore performance programming in SAP ERP HCM \* Get an introduction to integration with SuccessFactors With this detailed resource, learn how to make an SAP ERP HCM system stay in perfect harmony. Get to know SAP ERP HCM data structures, perform custom developments and enhancements, and master authorizations and performance optimization. Within these pages, you'll learn how to fine-tune SAP ERP HCM to address functional gaps and fit any company's needs. Data Structures Examine technical data structures and technologies used to implement the SAP ERP HCM modules, such as infotypes, objects, cluster tables, and crucial SAP transactions. Programming and Customization Apply proper programming methods to meet company requirements by strategically using standard tools for process enhancement. Authorizations Learn about SAP ERP HCM-specific authorization concepts, which technical objects are behind them, and how and when to customize them. Web-Based Applications Spend less time on routine tasks and minimize error by taking advantage of the latest advances in web-based applications: ESS and MSS using Web Dynpro for ABAP. Recent Innovations Learn about new functionality delivered through enhancement packages and add-on solutions, such as integrating SAP ERP HCM with SuccessFactors BizX.

## **SAP Master Data Governance**

"Stay on the cutting edge of ABAP technology! Learn what's new with the latest ABAP releases--7.52 and 7.53--and see what other SAP technologies are now bringing to the table. Learn about abapGit and transporting objects between systems, designing exception classes, and new test tools for core data services, SAPUI5, and Web Dynpro ABAP. Take your ABAP coding to the next level"--

## **SAP ERP Financial Accounting and Controlling**

## **Enterprise Master Data Management**

In Mission: How the Best in Business Break Through, Michael Hayman and Nick Giles show companies how to join the ranks of today's business winners. Business as usual is over. Belief is the new currency and to succeed you must follow new rules: purpose as the route to profit; mind share to gain market share. The best in business are defined by mission: a singular cause, a defining ambition. They stand out as campaigners, activists fighting to lead industries and redefine them. And they win through with momentum, explosive growth that outruns the competition. From tech pioneers Google and Airbnb, to retail giant Whole Foods and British success stories such as Ella's Kitchen, Mission shows how business is changing people's lives through the power of purpose, culture and campaigning. How caring, sharing and daring companies have opened a new chapter for the world of business. Uncover the secrets of what it takes to succeed: how to discover and define your commercial purpose, hone it into a campaign and turn customers into advocates. Harness the power of momentum. Find your mission.

## **SAP ERP HCM**

Presents a comprehensive reference balancing HR business decisions with technical implementation strategies to increase efficiency and profitability across your company.

## **Administering SAP R/3**

Get the right people for the job with this comprehensive guide to SAP SuccessFactors Recruiting Marketing (RMK), Recruiting Management (RCM), and Onboarding (ONB)! Use talent communities and job postings in RMK, identify and evaluate candidates with RCM, onboard employees with the New Hire Portal in ONB, and more. Integrate with SAP ERP HCM, SAP SuccessFactors Employee Central, and third-party systems. Expert tips for a successful implementation will have you recruiting and onboarding with ease! Highlights: -SAP SuccessFactors Recruiting Marketing (RMK) -SAP SuccessFactors Recruiting Management (RCM) -SAP SuccessFactors Onboarding (ONB) -Implementation projects -Talent acquisition and recruitment -Job posting and advertisement -New Hire Portal -Reporting -Integration

## **Sap Hr Personnel Administration and Recruitment : Technical**

## Reference and Learning Guide

This must-have guide teaches you how to efficiently implement, apply, and extend HR reporting using SAP. First, you'll uncover best practices for conceptualizing your reporting strategy and methods, including the basic usage principles for logical databases and how to carry out authorization checks. Next, you'll learn about the strengths and weaknesses of the various reporting tools, as well as the critical success factors to consider for successful reporting. Then, you'll explore standard evaluations and their uses in individual HCM components, as well as the BI standard content. Finally, you'll review all of the tools used for presenting reports and analysis, including standard SAP reports, queries, and SAP NetWeaver BI. Drawing from the authors' extensive experience, this book is essential for understanding HR reporting. Fully up-to-date for SAP ERP 6.0, it is also compatible with R/3 Enterprise and SAP ERP 2004. Highlights Include: \* Enterprise SOA \* SAP MDM \* Value Proposition \* ABAP and XML \* As-Is Assessment Scorecard \* MDM Maturity Model \* Quality and Governance \* Deployment \* Requirements and Tools \* Integrating with SAP NetWeaver XI, SAP Solution Manager, and ARIS

## Controlling with SAP - Practical Guide

Thrive After GoLive! -- Overcome implementation mistakes -- Assess your SAP maturity and your users' skills -- Build and sustain a Center of Excellence Breaking news: Implementing SAP doesn't help your business!--It's the actions taken after go-live that ensure continuous success. Learn how to assess your SAP maturity, how to make business talk to IT (and vice versa), how to keep your end users happy, and more. SAP Maturity Is your organization taking full advantage of SAP? Are your end users? In this book, you'll learn what it takes to find out. Center of Excellence Learn how to establish an organization that maintains success with SAP: Discover roles, responsibilities, KPIs, and more. Staffing and Outsourcing What resources do you need to be successful? How do you find providers that are worth your money? How do you keep them motivated? Find the answers here. Measure Success Did your processes actually improve after go-live? By how much? Define indicators and measure performance to understand what you've gained. Michael Doane knows more about what happens when SAP gets implemented than anyone outside of SAP, and many inside. Follow his advice and thrive.- Joshua Greenbaum, Enterprise Applications Consulting Michael Doane has a knack for breaking the complexities of SAP into simple, elemental models for gaining business benefit. His books comprise your go-to guide for SAP success. - Jon Reed, JonERP.com

## The Innovator's DNA

SAP ERP modules are notoriously hard to configure and use effectively without a lot of practice and experience. But as SAP ERP Financial Accounting and Controlling: Configuration and Use Management shows, it doesn't have to be so difficult. The book takes a systematic approach that leads SAP Financial Accounting and Controlling (FICO) users step by step through configuring and using all the program's facets. This approach makes configuration complexities manageable. The book's author—SAP expert, trainer, and accountant Andrew Okungbowa—ensures that both you and your end users are up and running quickly

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and confidently with FICO. He also provides sound and tested procedures that ensure your implementation works without error. SAP ERP Financial Accounting and Controlling: Configuration and Use Management is in fact the most comprehensive and easy-to-follow SAP FICO configuration book in the market. It incorporates a hands-on approach, with hundreds of screen shots and practical examples, that allows a person without prior configuration training to make SAP FICO ready for use in the enterprise. You'll find that you don't need to be a rocket scientist to grasp the concepts explained and apply them to your work—even when the finances are complicated, such as with the ins and outs of taxes, currency conversions, or special general ledger entries such as down payments or bills of exchange. Providing an in-depth coverage of both configuration and end user procedures, the book covers most aspects of the SAP FICO certification syllabus—SAP's view of the module's key tasks and procedures—including: Configuring and using the general ledger and accounts payable and receivable screens Configuring and completing closing procedures, asset accounting, and financial reporting Configuring global settings and enterprise variables Accounting for both profit and cost centers Creating a house bank Integrating FICO with other SAP modules Taking a jargon-free tone and providing an abundance of examples, Andrew Okungbowa provides a clear understanding of configuration techniques and the breadth of functionalities encompassed by SAP FICO. And as an accountant, Okungbowa understands the needs of end users as well as of those answering to the CIO.

### **Discover SAP ERP HCM**

This completely updated and expanded second edition guides you through the entire HR management process using SAP ERP Human Capital Management. You'll learn the ins and outs of personnel administration and recruitment, how to transfer HR data to the financial and cost accounting departments, and much more. With this practical book, you'll be introduced to the core functionality of SAP ERP 6.0 HCM and learn the key principles of customization. Each chapter explains the relevant concepts and business principles of an HR process, and provides real-life examples with practical guidance to teach you how to optimize this powerful component. Plus, learn how to integrate with Personnel Planning and Development, and explore E-Recruiting, ESS/MSS, Quality Assurance, the Internal Control System (ICS), and more!

### **SAP HR TIME MANAGEMENT**

### **The Ultimate SAP User Guide: The Essential SAP Training Handbook for Consultants and Project Teams**

This book is a simple tutorial guide with practical issues and their solutions, aimed at enabling readers to implement the various features of the SAP HCM module. If you are familiar with ERP products, and would like to leverage knowledge and fine-tune your configuration skills, then this book is for you. This book is aimed at readers who want to learn about SAP HCM and its most popular functionalities.

## **SAP NetWeaver For Dummies**

Successful business alliances today are critical to the competitive advantage of many companies. Mastering Alliance Strategy presents state-of-the-art thinking and practices for using partnerships effectively. This essential resource will help you understand and use alliances better, whether you are a new or seasoned alliance professional, a business-development specialist, a line manager, or a top executive. The authors argue that the secrets to success lie not solely in the intricacies of a deal but also in the strategy and organization behind the deal. They draw ideas and tools from years of research and reporting on four elements that are key to an effective alliance strategy: \* Designing the alliance and crafting the agreement \* Managing the alliance after it is launched \* Leveraging a constellation of alliances \* Building an internal alliance capability

## **Procurement with SAP MM**

Managing Business with SAP: Planning, Implementation and Evaluation is important to all IT managers as it addresses the reasons why many ERP systems fail, and how IT managers can improve the rate of successful implementation.

## **Mastering HR Management with SAP ERP HCM**

From basic transactions to troubleshooting, this title helps you execute your daily Controlling tasks with fewer steps and greater ease. It shows you how to manage master data, set up planning and budgeting work, and conduct actual postings using routine CO capabilities and new technologies integrated alongside the Controlling component.

## **Time Management with SAP ERP HCM**

Do you want to maximize your SAP ERP HCM Organizational Management implementation? Learn how by going beyond the basics and delving into the key OM functions, their purpose, and how to use and customize them. You'll explore the object-oriented data model, and learn how infotypes and relationships are used to create the organizational plan. The author shows you how to take the OM model to the next level by determining which elements to use and how. You'll identify methods for maintaining this complex data structure, including OM maintenance tools to modify and transform your data. And you'll discover how to customize the user interface layout. Once you know how organizational data goes into SAP, you'll learn how to get it back out through evaluation paths and hierarchy reporting. This highly detailed book also includes coverage of OM integration with other HCM functions, including Personnel Administration and Employee and Manager Self Services. Based on the newest release, SAP ERP 6.0, this book is also relevant to earlier releases.

## **SAP SuccessFactors Recruiting and Onboarding**

Revised edition of the authors' SAP SuccessFactors employee central, [2016]

## **Sap Hr India Payroll: Technical Reference And Learning Guide**

SAP master data governance - overview -- Data modeling -- Overview -- Data migration

## **Organizational Management in SAP ERP HCM**

### **Mastering SAP ERP HCM Organizational Management**

Revised edition of the authors' Procurement with SAP MM, 2014.

### **ABAP to the Future**

Includes more than 30 percent revised material and five new chapters, covering the new 2.1 features such as EJB Timer Service and JMS as well as the latest open source Java solutions The book was developed as part of TheServerSide.com online EJB community, ensuring a built-in audience Demonstrates how to build an EJB system, program with EJB, adopt best practices, and harness advanced EJB concepts and techniques, including transactions, persistence, clustering, integration, and performance optimization Offers practical guidance on when not to use EJB and how to use simpler, less costly open source technologies in place of or in conjunction with EJB

### **Sales and Distribution in SAP ERP-Practical Guide**

### **HR Personnel Planning and Development Using SAP**

"Start your CFin project! Learn how Central Finance fits in to your IT landscape, and how it will impact your finance processes, reporting, and master data. Get step-by-step instructions for implementation and tips for project management from this one-stop shop for everything Central Finance!"--

### **Mastering Alliance Strategy**

"This book is the definitive guide for SAP NetWeaver BI professionals. Based on their extraordinary expertise with the product, the authors provide deep insights about key innovations in the areas of user experience, query performance, integrated planning, and enterprise-wide data warehousing." —Stefan Sigg, Vice President, SAP NetWeaver Business Intelligence The long-anticipated publication of this second edition reflects the growing success of SAP NetWeaver as well as the various Business Intelligence (BI) capabilities that are embedded with SAP BW version 7.0. Written by SAP insiders, this comprehensive guide takes into account the ever-changing features, functionality, and toolsets of SAP NetWeaver to bring you the most updated information on how to use SAP BW to design, build, deploy, populate, access, analyze, present, and administer data. You'll discover the options that are available in SAP NetWeaver and uncover a new means to improve business performance. This book reflects the process an organization goes through

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during an implementation of the software. The authors begin with an introduction to BI and SAP NetWeaver and quickly progress to information modeling and enterprise data warehouse concepts. You'll learn how to access and deliver meaningful analytic information to the organization, as well as perform integrated planning functions. Finally, the authors share invaluable insight on warehouse administration, performance, and security. With more than 50 percent new or revised material, this second edition of Mastering the SAP Business Information Warehouse shows you how to: Extract data from online transaction processing systems Store transformed data in a way that best supports reporting and analysis Use the various Business Explorer tools such as BEx Report Designer, BEx Analyzer, BEx Broadcaster, and BEx Web Application Designer Schedule, monitor, troubleshoot, and archive data loads The companion Web site contains sample chapters in Wiki format and the authors' blog where readers may enter discussions about the book and SAP. Wiley Technology Publishing Timely. Practical. Reliable. Visit our Web site at [www.wiley.com/compbooks/](http://www.wiley.com/compbooks/) Visit the companion Web site at [www.wiley.com/compbooks/mcdonald](http://www.wiley.com/compbooks/mcdonald) The companion Web site contains the sample code presented in the text of the book, plus implementation templates.

### **Managing Business with SAP**

Step into ABAP with this beginner's guide. First understand ABAP syntax and find out how to add data and logic to your applications. Then delve into backend programming: learn to work with the ABAP data dictionary, create database objects, and process and store data. Round out your skill set by practicing error handling, modularization, string manipulation, and more. With guided examples, step-by-step instructions, and detailed code you'll become an ABAP developer in no time Highlights: Procedural programming Object-oriented programming Flow control Arithmetic operations Data dictionary Defining variables and constants Creating tables Database read/write Modularization Debugging SAP List Viewer (ALV)

### **Managing Knowledge Workers**

Data is your most valuable leadership asset—here's how to use it The Data Driven Leader presents a clear, accessible guide to solving important leadership challenges through human resources-focused and other data analytics. This engaging book shows you how to transform the HR function and overall organizational effectiveness by using data to make decisions grounded in facts vs. opinions, identify root causes behind your company's thorniest problems and move toward a winning, future-focused business strategy. Realistic and actionable, this book tells the story of a successful sales executive who, after leading an analytics-driven turnaround (in Data Driven, this book's predecessor), faces a new turnaround challenge as chief human resources officer. Each chapter features insightful commentary and practical notes on the points the story raises, guiding you to put HR analytics into action in your organization. HR and other leaders cannot afford to overlook the power and competitive advantages of data-driven decision-making and strategies. This book reflects the growing trend of CEOs choosing analytics-minded business leaders to head HR, at a time when workplaces everywhere face game-changing forces including automation, robotics and artificial intelligence. It is urgent that human resources leaders embrace

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analytics, not only to remain professionally relevant but also to help their organizations successfully navigate this digital transformation. HR professionals can and must: Understand essential data science principles and corporate analytics models Identify and execute effective data analytics initiatives Boost HR and company productivity and performance with metrics that matter Shape an analytics-centric culture that generates data driven leaders Most organizations capture and report data, but data is useless without analysis that leads to action. The Data Driven Leader shows you how to use this tremendous asset to lead your organization higher.

### **SAP HCM - A Complete Tutorial**

New York. Tokyo. Dubai. If your business is on the go, learn how to get the most out of Concur Travel, Concur Expense, and Concur Request! Set up this cloud solution to reflect your travel policies so you can plan trips, settle expenses, and manage critical approvals. Analyze your T&E spending with standard and custom reports and then integrate Concur with SAP solutions and third-party apps. With this guide, you'll make your T&E processes quick and effective! Highlights: -Concur Travel -Concur Expense -Concur Request -E-receipts -Market-specific requirements -Reporting -Report Designer -Query Designer -Integration -Case studies

### **Central Finance and SAP S/4HANA**

The Ultimate SAP ® User Guide is the essential handbook for all aspiring SAP professionals. SAP master and experienced author Rehan Zaidi has put out an easy-to-follow, illustrated guide that will help you take your SAP skills to the next level. At a time when SAP jobs are competitive, it's important to exceed expectations. This book will help you to do just that - with up-to-date content on the latest ERP 6.0 screens across modules. Whether you need help getting started on SAP, personalizing your SAP system, or creating your own reports, this book will guide you. Polished by a review panel of SAP experts, The Ultimate SAP User Guide is an affordable alternative to costly training. You can use the book as step-by-step training, or simply use it as a reference when your job calls for a new task or SAP skills. With The Ultimate SAP User Guide, you are on the way to SAP mastery.

### **MDX Reporting and Analytics with SAP NetWeaver BW**

- Provides 100 little-known, time-saving tips and tricks
- Features step-by-step instructions and guiding screenshots
- Helps you use the ABAP Workbench more effectively

Work smarter with the ABAP Workbench! Are you ready to add to your ABAP Workbench arsenal, or maybe replace some cumbersome techniques you've been using? Here you go: SAP PRESS equips you with "100 Things" that unlock the secrets of working with the ABAP Workbench! With this book, users of all levels will: Save time With the shortcuts and workarounds provided, you'll learn how to complete your daily ABAP Workbench tasks faster and more elegantly. Learn quickly Full of screenshots and instructions, this book will help you pick up new tips and tricks in no time, such as effectively changing the SAP standard and working with different analysis tools. Develop new skills You'll discover new ways of doing your work and find yourself saying, "I wish I'd known how to do this a long time

ago!"Tip #46You can implement custom debugging tasks by taking control from the ABAP Debugger!When you have complex cases that the standard tools offered by the ABAP Debugger can't solve, the Debugger Scripting tool is here to help. This tip teaches you how to use scripting options to implement your custom requirements in the ABAP Debugger. Find out more on page 150!

### **SAP SuccessFactors Employee Central**

Whether you're a decision-maker, consultant, or administrator considering implementing SAP ERP HCM - or even if you're entirely new to SAP - this insightful, detailed guide will give you a complete overview of what SAP ERP HCM is all about. You'll learn about the core functionality, how it works, and how it can benefit your company. Everything from recruitment through benefits management and payroll is explained using real-world examples and case studies.

### **HR Reporting with SAP**

The Only Complete Technical Primer for MDM Planners, Architects, and Implementers Companies moving toward flexible SOA architectures often face difficult information management and integration challenges. The master data they rely on is often stored and managed in ways that are redundant, inconsistent, inaccessible, non-standardized, and poorly governed. Using Master Data Management (MDM), organizations can regain control of their master data, improve corresponding business processes, and maximize its value in SOA environments. Enterprise Master Data Management provides an authoritative, vendor-independent MDM technical reference for practitioners: architects, technical analysts, consultants, solution designers, and senior IT decisionmakers. Written by the IBM® data management innovators who are pioneering MDM, this book systematically introduces MDM's key concepts and technical themes, explains its business case, and illuminates how it interrelates with and enables SOA. Drawing on their experience with cutting-edge projects, the authors introduce MDM patterns, blueprints, solutions, and best practices published nowhere else—everything you need to establish a consistent, manageable set of master data, and use it for competitive advantage. Coverage includes How MDM and SOA complement each other Using the MDM Reference Architecture to position and design MDM solutions within an enterprise Assessing the value and risks to master data and applying the right security controls Using PIM-MDM and CDI-MDM Solution Blueprints to address industry-specific information management challenges Explaining MDM patterns as enablers to accelerate consistent MDM deployments Incorporating MDM solutions into existing IT landscapes via MDM Integration Blueprints Leveraging master data as an enterprise asset—bringing people, processes, and technology together with MDM and data governance Best practices in MDM deployment, including data warehouse and SAP integration

### **ABAP**

### **Mastering Enterprise JavaBeans**

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This book focuses on understanding the strategic role of the knowledge workers in companies, especially in creating an innovative company. The author presents the 'Sknowinnov method' and a decision-making model for the assessment of the value of strategic knowledge resources in companies. This method and its approach can be used as excellent tools for a quantitative knowledge analysis in an economic viewpoint. The IT tool that is developed for this method offers support in decision making at a strategic level regarding the profitability of any investment in employee qualifications and skills. The tool also connects the selected determinants described in an innovative company with the value of the personnel usefulness function, enabling the assessment of the rationality and effectiveness of knowledge. HR managers and knowledge management consultants for innovative companies would find this book and the IT tools presented specially useful. This book also adds value to researchers dealing with analysis of quantitative and qualitative methods in intellectual capital research.

### **The SAP Green Book**

This book explains all the concepts underpinning SAP's HR Time Management Module. It is a comprehensive technical manual which explains every single node of the User Menu and the Configuration. The book first gives an overview of a concept explaining what it is, how it is used and how it relates to the other concepts. It then explains its properties, which are fields in a configuration node. This book is designed to be used both as a reference manual and a learning guide. As a learning guide, it offers four views, each for a different target audience. • It can be read from the Senior Management's perspective to gain a broad understanding of the subject and what SAP can do for them. • Business Process Owners can achieve a higher level of understanding by getting to know more of SAP concepts and how to perform different tasks in SAP. • Users can acquire a thorough understanding of different tasks and concepts underlying them. • Functional consultants and proficient users can read the book to gain a complete understanding of the system. As a technical reference, the book can be used to locate the relevant material through the Table of Contents, Index, 'SAP Menu' and 'SAP Customizing Implementation Guide (IMG)'. The last two follow the Table of Contents. If the reader is in SAP's User Menu or Configuration, the chapter number for these nodes can be found in 'SAP Menu' and 'IMG'. If a node is not covered in the book, the reason for not doing so is mentioned. The implementation of SAP HR Time Management and documentation can also be guided by the structure of this book. A BETTER WORLD : There is a lot we can do to make our world a better world, just as we discover better ways to support our businesses. Read short articles inside on some of the ideas of World Integration and Improvement Initiative. World Government 691 World Language 693 Good Governance 699 City without Traffic Lights 705 SAP is a great software. One needs to fully understand its features in order to effectively exploit them for the benefit of customers. Mr. Agrawal's books on SAP HR have a unique approach. A chapter usually focuses on a single business concept, and discusses the user interface as well as its associated configuration. This logical division makes it easier for readers to understand the functionality. Another important feature of these books is the level of detail. Each screen and each field in a screen is explained. Explanation includes meaning, use case and in some cases guidelines. Details are balanced by overviews explaining the concepts and their relationships. While explaining

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functionality, Mr. Agrawal has taken efforts to highlight what can be done and how it is to be done. This is particularly important for less experienced users and consultants. Indicating chapter numbers against each menu and configuration item is a very useful innovation, as it establishes direct link between the SAP system and the book. Another useful feature is that these books can be read not only by consultants, but also by users, business process owners and even by senior managers. The importance of each topic for each category of users is specified. Mr. Agrawal has taken considerable pain in writing these books, and I congratulate Mr. Agrawal on his achievement and thank him for his contribution to the SAP community. K. Sanjai Regional Head-Asia Pacific & Japan, SAP Global Delivery

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