

Sap E Recruitment Configuration Guide

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This SAP HR Recruitment Configuration guide will get you started on performing required customization procedures with step-by-step

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Sap E Recruiting Configuration Guide Author:

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E-Recruitment Configuration guide 6 RECFA BPCOU / RFCFA BPNAM

Determines the name format rule within SAP E-Recruiting. This rule is then used whenever there is a reference to the business partner.

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E-Recruitment Configuration guide 5 I. Set System Parameters SPRO SAP

E-Recruiting Set System Parameters We specify the system parameters

for XYZ E-Recruiting portal as follows: Parameters Definition: CPERS

PROLE Determines the role that is assigned to an SAP Business Partner

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used in the system as an employee. PLOGI PLOGI Determines which plan version is active. RECFA AGYR0 Determines the role that is assigned to an SAP Business Partner used in the system as an agency.

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We have to implement standard SAP recruitment process in our organisation. Typically we need the following things. a) Creation of requisition . b) approval requisition. c) Creation of vacancy . d) Advertising Vacancy . e) Record keeping . f) Handling correspondence -Applicant Pool Administration . g) Personnel Selection

~~Configuration details and Implementation of Recruitment ...~~

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SAP PA E-Recruiting Tables (PA-ER) ERC_SE_PIBKRQ_EMP_COMDATATELUS - TelephoneUsage is the usage of the phone numbers.
ERC_SE_PIBKRQ_EMP_PERS_ADD - The postal address of an employee.
ERC_SE_PIBKRQ_EMP_PERS_ADD_TEL - The address dependent phone number.
ERC_SE_PIBLKRQ_EMP_DET_NATL - Nationality of an employee.

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ERC_SE_PIRQ_EMP_COMDATATELUS - TelephoneUsage is the usage of the phone numbers.

~~SAP PA E Recruiting Tables and relationships(PA-ER)~~

Recruitment in SAP allows the complete recruitment process to be performed, from creating the vacancy (requisition) to hiring successful candidates. The system offers capabilities for continuous evaluation of applicants. Applicant data can be entered at differing stages, allowing for just basic or more detailed information to be saved in SAP.

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