



SAP TRAINING INSTITUTE · PIMPRI-CHINCHWAD

SAP HCM Course

Human Capital Management on SAP S/4 HANA—a complete, job-oriented, consultant-level training program covering the full hire-to-retire cycle: Organizational Management, Personnel Administration, Time Management, Payroll and integration.

100+

Company Tie-ups
Placement Network

100%

Placement
Assistance

10+ Yrs

Expert SAP Trainer
with Experience

**FREE SAP
SERVER**

Live S/4 HANA
practice access



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About DroIT Solutions

Providing Knowledge, Creating Future — a leading SAP training academy in Pimpri-Chinchwad, Pune.

DroIT Solutions is a market-leading SAP training institute in Pimpri-Chinchwad, Pune, and one of the largest independent management & IT training groups in the region.

We enable knowledge sharing through innovative learning — combining strategic educational services, robust delivery platforms and learner-appropriate content in a flexible framework for individual, corporate and community learning.

Get trained by certified professionals and become an expert in SAP technologies. Our experienced trainers guide you every step of the way, with comprehensive programs designed to help you get the very best out of SAP.

100+

Company Tie-ups

100%
placement

10+ yrs
Experienced Trainers

**Free ATS Resume
builder**



Courses We Offer

SAP HCM

Human Capital
Management

SAP S/4 HANA

Next-gen SAP on HANA
platform

Software Testing

Manual & automation
testing

HR Practical

Core & payroll HR
operations

Java Training

Full-stack Java
development

Advanced Excel

Data, dashboards &
analysis

Salesforce

Admin & development
tracks

Oracle TM

Oracle Transportation
Mgmt



Why SAP HCM Course?

01

Complete Hire-to-Retire

Master the full employee lifecycle —organizational management, administration, time and payroll — in one integrated flow.

02

HCM Integration

HCM connects seamlessly with FI, CO and other SAP modules, enabling smooth end-to-end HR and finance processes.

03

Powerful Org Management

Design organizational structures, jobs, positions, reporting lines and evaluation paths — the backbone of every HR process.

04

Master the Infotype Concept

Work with PA, OM and Time info types (IT0001–IT0018, IT2001+) — the core of SAP HR master data.

05

Personnel Administration

Configure hiring, transfer, promotion and termination actions, employee master data and personnel events.

06

Time Management

Hands-on with work schedules, quotas, time evaluation, factory calendars and time-to-payroll transfer.

07

End-to-End Payroll

Pay scale structures, wagetypes, schemas, gross-to-net, retro accounting and statutory deductions (PF, PT, ESI).

08

India Payroll & Tax

Income taxes labs, exemptions, declarations, reimbursements and off-cycle payroll for the Indian context.

09

Real-Time Projects

Hands-on configuration, transport requests, roles & authorizations and payroll simulation on a live server.

10

High Career Demand

One of the most in-demand SAP HR modules, opening doors to well-paid HCM consultant & analyst roles.



Career Scope & Program Details

ENTRY LEVEL

- Associate Consultant
- Junior HCM Consultant

JUNIOR LEVEL

- SAP HCM Consultant
- Implementation Consultant
- Senior Consultant

MID LEVEL

- Lead Consultant
- Solution Architect

SENIOR LEVEL

- Project Manager
- Program Manager
- Delivery Head

EXECUTIVE LEVEL

- Practice Head
- SAP Director
- VP – HR Solutions



Program Details — SAP HCM Course

SAP HCM is among the most widely implemented SAP modules, driving how organisations hire, manage, pay and retire their people. Doing the SAP HCM consultant-level course at DroIT Solutions puts you in a strong position with industry-graded, in-demand skills. Our 3-month, job-oriented program covers the complete Human Capital Management process in depth — from enterprise & personnel structure and organizational management to personnel administration, time management and end-to-end payroll — with practical, hands-on practice on a live SAP server. Through a well-structured, instructor-led program you gain real-time project exposure and become job-ready for HCM consultant and analyst roles.





Key Features



Real-Time Project Training

Learn with live, real-world scenarios for true industry exposure.



Industry-Expert Trainers

Sessions led by certified, experienced SAP professionals.



Free SAP Server Access

Practice hands-on configuration on a live SAP server.



Classroom & Online

Flexible learning—attend live in class or online.



Live Projects & Practice

Hands-on assignments that build practical confidence.



100% Placement Assistance

Get Trained, Get Hired — end-to-end placement support.



Flexible Batch Timings

Weekday and weekend batches to fit your schedule.



Resume & Mock Interviews

Profile building, mock interviews and grooming sessions.



Doubt-Clearing Support

Personal attention with regular doubt-clearing sessions.



Tie-ups with 100+ Companies

A strong hiring network for direct placement opportunities.



Logic Technologies vs Others

Offerings	Logic Technologies	Others
Industry-Expert SAP Trainers	✓	✓
Hands-on Real-World Projects	✓	✓
Free SAP Server Access	✓	✗
100% Placement Assistance	✓	✗
Live Doubt-Clearing Sessions	✓	✗
Resume & Interview Preparation	✓	✗
Classroom & Online Options	✓	✓
Affordable, Transparent Fees	✓	✗
Tie-ups with 100+ Companies	✓	✗
Corporate Training Programs	✓	✗
Flexible Batch Timings	✓	✓
Real-Time Industry Exposure	✓	✗



Program Curriculum

Month 1 — Foundations, Enterprise Structure & Organizational Management.

Module 1 Introduction & Basics

- SAP overview & architecture, ERP basics
- SAP navigation basics & SAP HCM introduction
- Master data concept & integration with other SAP modules
- HCM system settings & configurations

Module 2 HCM Organizational Structure

- Company, Personnel Area & Subarea
- Enterprise structure: Company Code, Personnel Area, Subarea, Global settings
- Personnel structure: Employee Group, Subgroup, Attributes, Payroll Area
- Personnel Administration vs Organizational Management

Module 3 Organizational Management (OM)

- Introduction to OM & organizational structure design
- Job & position management, organizational units
- Reporting structure, relationships & inheritance
- Person & employee assignments, matrix org models
- OM infotypes & data maintenance

Module 4 OM Configuration

- Position control & job catalog / job descriptions
- Evaluation paths
- OM integration with PA



Program Curriculum

Month 2 — Personnel Administration & Time Management.

Module 5 Personnel Administration (PA)

- PA overview, employee master data & infotype concept
- Personal data infotypes (0002, 0006), address & communication data
- Organizational assignment & basic pay / remuneration info
- Infotypes IT0001 to IT0018, work schedule assignment
- Contracts & agreements, PA data validation & reporting

Module 6 Personnel Actions & Events

- Actions & personnel actions configuration
- Hiring & termination process
- Transfer / promotion
- PA configuration & dynamic actions

Module 7 Time Management (TM)

- TM overview, work schedules & public holidays
- Absence & attendance quotas, time recording methods
- Time evaluation & time infotypes (IT2001, IT2002, IT2003)
- Factory calendar, shift planning & dynamic work schedules
- Overtime calculation, time checks & rules

Module 8 Time-to-Payroll & Reporting

- Time transfer to payroll
- Time management reporting
- Time management configuration
- Quota generation & deduction rules



Program Curriculum

Month 3 — Payroll, India Statutory, Technical & Real-World Scenarios.

Module 9 Payroll Basics & Structure

- Payroll area & control record configuration
- Pay scale structure (Area / Type / Group / Level)
- Wage type fundamentals, catalog & processing classes
- Cumulation & evaluation classes
- Pay date calendar & period management

Module 10 Payroll Processing & Schemas

- Payroll schemas & rules (IN00, IN01 overview)
- Gross to Net process & payroll results tables (RT, CRT, BT)
- Retroactive accounting & arrears calculation logic
- Off-cycle payroll (bonus, advance) & error handling
- Payroll results & remuneration statements, FI/CO integration

Module 11 India Payroll & Statutory

- Statutory deductions (PF, PT, ESI)
- Income Tax configuration & slabs
- Tax exemptions & declarations
- Reimbursement processing & payroll simulation

Module 12 Technical, Project & Interview Prep

- Transport requests, tables, roles & authorizations
- Case study: complete hire-to-retain cycle
- Common issues & troubleshooting, revision + mock sessions
- Resume preparation & mock interviews (SAP HCM consultant)



For Whom · Outcomes · Eligibility



For Whom Is This Course?

- ✓ HR professionals & HR generalists
- ✓ MBA-HR & Management graduates
- ✓ Payroll & time-office executives
- ✓ Graduates aiming for SAP HR roles
- ✓ Engineers & career switchers
- ✓ Working professionals upskilling in SAP



Program Outcomes

- ✓ Design org structures, jobs & positions in OM
- ✓ Maintain employee master data & PA infotypes
- ✓ Configure personnel actions & events
- ✓ Set up time management, quotas & evaluation
- ✓ Run end-to-end payroll with statutory deductions
- ✓ Become job-ready for SAP HCM consultant roles



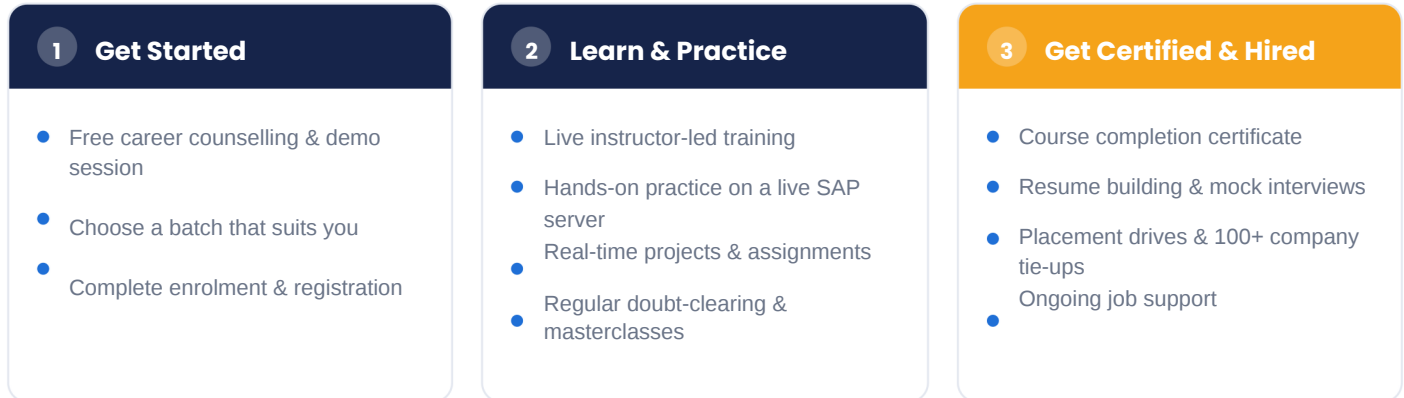
Eligibility Criteria

Any Bachelor's degree (Management, Commerce, Engineering or Science). Candidates from HR, payroll or administration backgrounds have an advantage, but freshers with an interest in SAP and HR processes are also welcome; basic awareness of HR or business processes is helpful but not mandatory.



Learner Journey

A simple, guided path from enrolment to placement.



SAP HCM SUCCESS PATH



Career Counselling



SAP HCM Training



Live SAP Practice



Live Projects



Mock Interviews



Resume Building



Placement Support



Why Choose DroiT Solutions?

Free SAP Server

Practice & configure on a live server.

Real-Time Projects

Work on real-world scenarios.

Industry Trainers

Learn from certified SAP pros.

Flexible Batches

Weekday & weekend timings.



Training Methodology & Certification



Our Training Methodology



Live Projects

Real projects during the course build experiential, in-depth practical understanding.



Practical Pedagogy

A practice-first, hands-on approach keeps every session focused and applied.



Personal Attention

Doubt-clearing and one-to-one support ensure no learner is left behind.



Certification-Focused

Training is aligned to certification and real interview expectations.



Certification Process

1

Complete

Finish the full HCM curriculum with hands-on practice.

2

Assessment

Demonstrate configuration & real-time scenario skills.

3

Certificate

Receive your DroiT Solutions course completion certificate.

4

Get Hired

Get interview-ready and connected to hiring partners.





Placements & Hiring Support

Get Trained, **Get Hired.**

DrolT Solutions leading Training & Placement Institute in Pune, committed to 100% job assistance. We don't just train you — we connect you to our hiring network and support you until you're placed.

100%

Placement Assistance

100+

Hiring Company Tie-ups

#1

SAP Institute in Pune

Get Hired

Our placement team works with 100+ partner companies across Pune and India, helping HCM learners land roles such as SAP HCM Consultant, HR / Payroll Analyst and HR Systems Associate. From your first day of training to your first day on the job, our placement support stays with you.

Resume Building

Mock Interviews

Placement Drives

Interview Scheduling

Profile Marketing

Job Alerts

Soft-Skill Sessions

Ongoing Job Support



Student Reviews

What our learners say about training at DroIT Solutions.

KR

Khushi Raygade

16 May 2026



Had a great experience with Placement Assistance and the mentor network. The trainers are knowledgeable, supportive, and always available to solve doubts. The practical SAP training helped me gain confidence for interviews.

SAP FICO Consultant

VP

Varadraj Patil

5 May 2026



Nice guidance and excellent placement support throughout the course. The trainers explained every concept clearly with real-time examples. Special thanks to the entire team for their constant support.

SAP FICO Associate Consultant

RP

Rohit Patil

4 April 2026



One-to-one interaction with mentors made learning very easy. The SAP server access and practical sessions helped me understand real business processes. Highly recommended for SAP aspirants.

SAP FICO Consultant

SD

Snehal Deshmukh

28 March 2026



The curriculum is well structured and focused on industry requirements. Mock interviews, resume preparation, and practical assignments helped me secure my first SAP opportunity.

SAP FICO Analyst

AM

Akash More

22 March 2026



The practical approach of teaching SAP FICO helped me understand concepts much faster. The trainers were patient, supportive, and always ready to clear doubts. Highly recommended for beginners.

SAP FICO Consultant

NK

Neha Kulkarni

15 March 2026



I joined with very little knowledge of SAP, but the structured curriculum and hands-on assignments helped me build confidence. The placement guidance was extremely helpful.

SAP FICO Analyst

PJ

Pratik Joshi

10 March 2026



Excellent training quality and real-time project exposure. The faculty explained every concept with practical business scenarios, making learning easy and interesting.

SAP FICO Consultant

RP

Rutuja Pawar

6 March 2026



The SAP server access and live practice sessions were the biggest advantage of this course. The trainers focused on both technical knowledge and interview preparation.

Finance Associate

SS

Sanket Shinde

1 March 2026



One of the best SAP learning experiences I have had. The mock interviews and resume-building sessions helped me prepare for the recruitment process professionally.

SAP Support Consultant

PP

Priyanka Patil

25 Feb 2026



The trainers have strong industry knowledge and explain topics in a very simple manner. The learning environment is professional and motivating.

SAP FICO Consultant



Start Your **SAP HCM** Journey

and take the first step toward an in-demand supply chain career.

Ready to enrol?

Freedemo · Flexiblebatches · Free SAP server access · 100% placement help

[Book a Free Demo →](#)

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