Payroll (HCM II)

This case study describes the process for a payroll. This establishes the basic connection between the information of hiring employees and the creation of the payroll.

Product
S/4HANA 2022
Global Bike

Fiori 3.0

Level
Beginner

Focus
HCM Payroll

Authors
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Version
4.2

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MOTIVATION

This case study represents an introduction to human resource related organizational management and personnel administration in a human resource management system on the basis of the HCM (Human Capital Management) module of an SAP S/4HANA system.

In the HCM curriculum processes for recruitment and further education of employees were explained in detail. Furthermore important InfoTypes for hiring an employee are shown.

In this case study you will learn about new InfoTypes in order to create a payroll.

PREREQUISITES

Before you use this case study, you should be familiar with navigation in the SAP system.
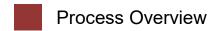
In order to successfully work through this case study, there are no special requirements. However, it is recommended to have completed the HCM case study and the related exercises.

NOTES

This case study uses the Global Bike (GBI) data set, which has been created exclusively for SAP UA global curricula

SAP University Alliances

Process Overview

Learning Objective Understand and perform a Human Resource process. **Time** 45 min

Scenario In order to create a payroll for an employee, you will perform the role of the recruiting manager and the payroll officer. You will work in the areas Human Capital Management (HCM) and Financials (FI).

Employees involved   Marco Romero (Recruiting Officer)
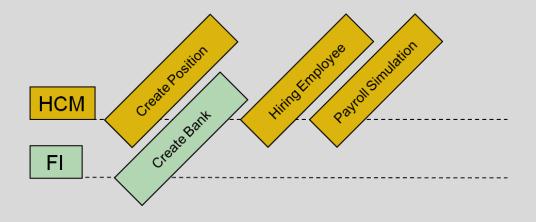
August Faust (Payroll Officer)

Before starting the payroll process, a new position of Marketing Manager has to be created. After this, a new employee will be hired to fill the position. The following InfoTypes will be created for payroll::

- Working Hours

- Base Salary

- Bank Details

- Capital Formation

- Taxes and Social Insurance

- Workers Compensation Association

The following chart presents the complete process (4Tasks).

Table of Contents

 Step 1: Create Position

Task Create a new position within the organizational structure.	**Time** 10 min

Short Description Use the SAP Fiori Launchpad to create a position for the marketing department.

Name (Position) Marco Romero (Recruiting Officer)

Positions are occupied by employees. If a position is not occupied, it is vacant. Positions are assigned to organizational units.

Positions

To create a position, use in the *Human Capital Management* area on the *Payroll* page in the *Recruiting Officer* role the app *Organizational Management.*

Change the previewed periods to be able to create positions which are valid for the past. Therefore, please click and enter **1ˢᵗ of the last month** as start date. Also enter **1 year** in the future as Preview period. Click on

1ˢᵗ last month
1 year
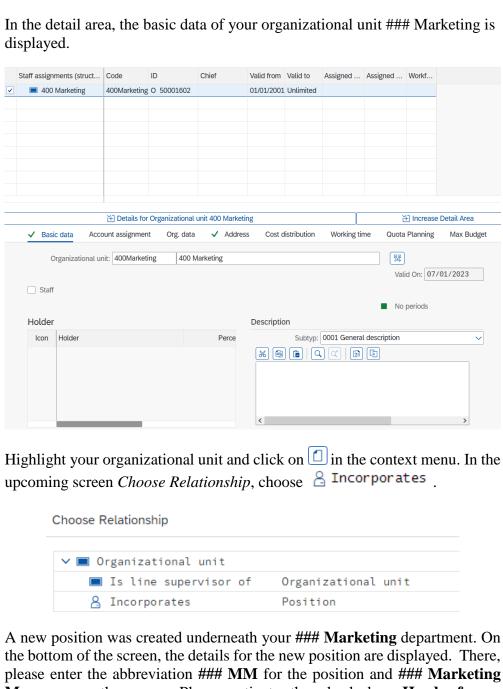
The positions should be created in the department **### Marketing,** ### being replaced by your group/computer number. Therefore, please go to the window *Find by* on the left side of the screen**.** There, click on **Organizational unit →** **Search Term**, enter the search term **### Marketing** in the name entry field and press . The search result should be displayed in the Hit list window on the left side of the screen.

Marketing
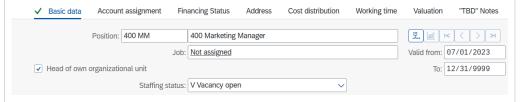
Please choose your organizational unit via double-clicking so that it appears on the right side of the screen.

In the detail area, the basic data of your organizational unit ### Marketing is displayed.

Staff assignments (struct...	Code	ID	Chief	Valid from	Valid to	Assigned ...	Assigned ...	Workf...
☑ 🖥 400 Marketing	400Marketing O	50001602		01/01/2001	Unlimited			

⊕ Details for Organizational unit 400 Marketing	⊕ Increase Detail Area

✔ **Basic data**   Account assignment   Org. data   ✔ Address   Cost distribution   Working time   Quota Planning   Max Budget

Organizational unit: 400Marketing   400 Marketing   🔲

Valid On: 07/01/2023

☐ Staff

🟩 No periods

Holder

Icon	Holder	Perce

Description

Subtyp: 0001 General description ⌄

Highlight your organizational unit and click on [⧉] in the context menu. In the upcoming screen *Choose Relationship*, choose 👤 Incorporates .

Choose Relationship

- ⌄ 🖥 Organizational unit
  - 🖥 Is line supervisor of   Organizational unit
  - 👤 Incorporates   Position

A new position was created underneath your **### Marketing** department. On the bottom of the screen, the details for the new position are displayed. There, please enter the abbreviation **### MM** for the position and **### Marketing Manager** as the name. Please activate the check box **Head of own organizational unit.**

✔ **Basic data**   Account assignment   Financing Status   Address   Cost distribution   Working time   Valuation   "TBD" Notes

Position: 400 MM   400 Marketing Manager

Job: Not assigned

☑ Head of own organizational unit

Valid from: 07/01/2023

To: 12/31/9999

Staffing status: V Vacancy open ⌄

In the Valid from field, the 1st of the last month was automatically entered, provided you adjusted the start date accordingly at the beginning.

Press **Save** to save your new position. As you may have noticed, the overview area has already updated during editing.

Staff assignments (structure)	Code	ID	Chief
⌄ ▣ 400 Marketing	400Marketing	O 50001602	400 Marketing Manager
👤 400 Marketing Manager	400 MM	S 50004342	

Click **SAP** to return to the SAP Fiori Launchpad.

Step 2: Create Bank

Task Create a new bank.	**Time** 5 min

Short Description Use the SAP Fiori Launchpad to create a bank, which is used as house bank for the new employee later.

Name (Position) August Faust (Payroll Officer)

To create a bank, use in the *Human Capital Management* area on the *Payroll* page in the *Payroll Officer* role the app *Manage Banks.*

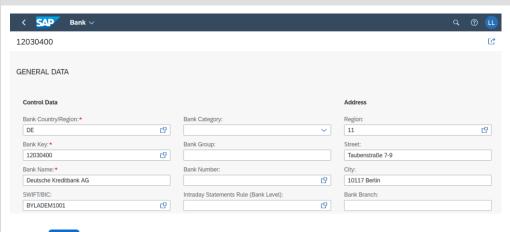Manage Banks

To create a new bank select Create .

Choose **DE** for Germany as Bank Country. As Bank Key enter **12030###** (replace ### by your group/computer number). This Key represents the Bank identifier code of the new bank. Confirm your entries by pressing Enter.

DE
12030###

Note: The Bank identifier Code for this case study is based on the code for the "Deutsche Kreditbank AG". If you want to choose realistic values, you can enter the following data:

The Bank name is **Deutsche Kreditbank AG**. As Region enter **11** and **Taubenstraße 7-9** in **10117 Berlin** as address. As SWIFT/BIC enter **BYLADEM1001** and as Bank number reenter the Bank Key.

Deutsche Kreditbank AG
11
Taubenstraße 7-9
Berlin
BYLADEM1001

Press **Save** to accept your data and create the bank. The system issues a corresponding message.

Bank created

Click **SAP** to return to the SAP Fiori Launchpad.

■ Step 3: Hiring Employee

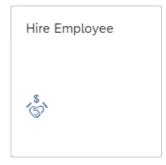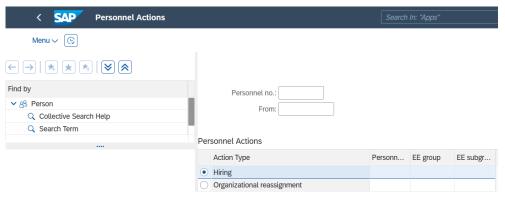|	
Task Hire a new employee.	**Time** 20 min
Short Description Use the SAP Fiori Launchpad to hire a new employee as the ### Marketing Manager.	
Name (Position) Marco Romero (Recruiting Officer)	

Note: The process for hiring an employee is shortened in this case study because of the focus being on the InfoTypes used for the payroll process. If you are not familiar with the hiring process, it is recommended that you take a look on the Human Capital Management I case study.

To hire an employee, use in the *Human Capital Management* area on the *Payroll* page in the *Recruiting Officer* role the app *Hire Employee*.

Hire Employee

Select the personnel action *Hiring* and make sure that the Personnel number field is empty.

Press ⟳ to apply the personal action.
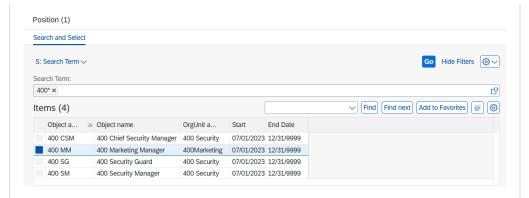
The action shall start at the **1ˢᵗ of the current month**. In the section *Organizational assignment* use the value help symbol ⧉ in the field *Position*.

1st current month

In the popup that opens, search for your position ###* and then select the **### Marketing Manager**.

###*

Marketing Manager

Position (1)

Search and Select

S: Search Term ∨   Go   Hide Filters   ⚙∨

Search Term:

400* ✕

Items (4)   ∨ | Find | Find next | Add to Favorites | ⚙

Object a...	Object name	OrgUnit a...	Start	End Date
400 CSM	400 Chief Security Manager	400 Security	07/01/2023	12/31/9999
400 MM	400 Marketing Manager	400Marketing	07/01/2023	12/31/9999
400 SG	400 Security Guard	400 Security	07/01/2023	12/31/9999
400 SM	400 Security Manager	400 Security	07/01/2023	12/31/9999

Confirm the selection with **OK**. As Personnel area enter **HH00** (Hamburg) and the Employee group is **1** (active). Because the new employee is head of his department he will join the Employee subgroup **DS** (Executive employee). Confirm your entries with Enter.

Organizational assignment

Position:	50004342
Personnel area:	HH00
Employee group:	1
Employee subgroup:	DS

Press **Save** to save the action. You will be automatically directed to the next screen. Write down the personnel number of the employee, which you can find in the upper part of the screen in the Personnel.No. field.
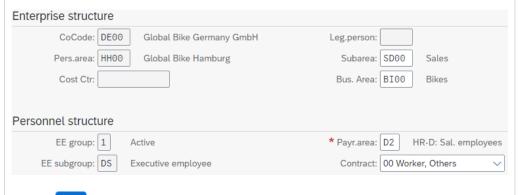
In the *Create Personal data* infotype, please determine the **title** and enter both a **last name** (must begin with an M for the case study) and **first name** of your choice. Enter **26.03.1983** as the *date of birth* and specify **German** as *language* and *nationality*. Finally, you can select the appropriate *gender* if you wish.

Press **Save** to confirm your data for this infotype. You will be automatically redirected to the next infotype again.

In the *Create Organizational Assignment* infotype, **SD00** should already be specified as a personnel *subarea* in the *Enterprise structure* area, otherwise correct this. Furthermore, select **00 Worker, Others** as the employment relationship (*Contract*).

SD00

00 Worker, Other
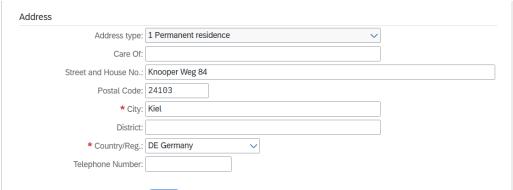
Select **Save**, the *Delimit Vacancy* popup opens. Confirm the delimitation of the vacancy of your position by clicking on **Yes**.

In the *Create Addresses* infotype, enter data of your choice for the **street** and **house number** in the associated field. Enter **Kiel** as the city and **24103** as the postal code. The country key is selected automatically.

street
house number
Kiel
24103

Address

Address type:	1 Permanent residence
Care Of:	
Street and House No.:	Knooper Weg 84
Postal Code:	24103
* City:	Kiel
District:	
* Country/Reg.:	DE Germany
Telephone Number:	

Continue by pressing **Save**.

In the following InfoType the working time can be determined. The employee has a full-time job, so nothing needs to be changed here.

Click **Save** to move on to the next infotype.

In the following InfoType the Basic pay for our employee is set. In the section Pay scale, choose **90 Festgehälter** (fixed salary) as Type, **07** (Hamburg) as Area and the Group **001** with Level **01**. After accepting your entries with Enter you can see an amount for the payment of **3,500.00 Euro**.

90
07
001
01
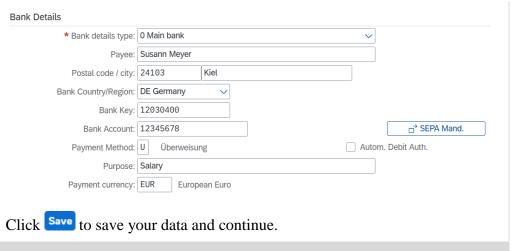
Pay scale   **Further Information**

* Type:	90	Festgehälter	Capacity Util. Level:	100.00 %
* Area:	07	Hamburg	EESubgroupGrpg.:	PER Periodic (salary)
* Group:	001	Level: 01	Work hours/period:	163.00 Monthly
			Ann.salary:	EUR

Wa...	Wage Type Long Text	Ope	Amount	Curr...	I...	Ad...	Number/Unit	Unit	
MA90	Non-Standard Salary		3,500.00	EUR	I	✓			

Note The pay scale type is a country-specific term. Commonly the translations aren´t useful and as the recruiting officer you have to know the terms. Marc Meyer (the employee you are editing) belongs to the German company code therefore the term is 'Festgehalt' (German for fixed salary).

To move to the next infotype, save your entries with **Save**.

In the following InfoType the bank account for payment is created. Choose as Bank Key **12030###** and enter an **eight digit number** as Bank Account. Choose **Salary** as purpose.
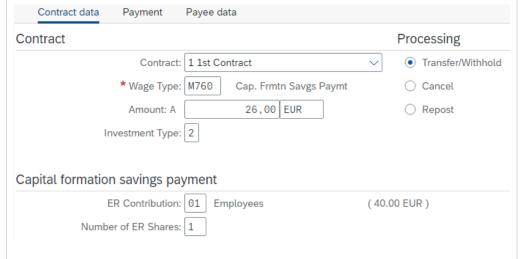
12030###
Eight-digit number

Salary

Bank Details

* Bank details type:	0 Main bank ⌄
Payee:	Susann Meyer
Postal code / city:	24103 Kiel
Bank Country/Region:	DE Germany ⌄
Bank Key:	12030400
Bank Account:	12345678
Payment Method:	U Überweisung
Purpose:	Salary
Payment currency:	EUR European Euro

🗗 SEPA Mand.

☐ Autom. Debit Auth.

Click **Save** to save your data and continue.

Note In addition to the normal salary, it is also possible to pay an employee benefits for capital accumulation. This is based on the amount that is paid by the employee and the amount paid by the employer.

In the *Create Capital Formation* infotype, enter **26.00 EUR** as the amount. Use the value help icon 🗗 to select the **Building Soc. Saving** investment type.

Contract data	Payment	Payee data

Contract

		Processing
Contract:	1 1st Contract ⌄	● Transfer/Withhold
* Wage Type:	M760 Cap. Frmtn Savgs Paymt	○ Cancel
Amount: A	26,00 EUR	○ Repost
Investment Type:	2	

Capital formation savings payment

ER Contribution:	01 Employees	(40.00 EUR)
Number of ER Shares:	1	

Switch to the *Payee data* tab.

Use the value help icon 🗗 to select **Badenia Bausparkasse GmbH** as the recipient. Confirm the selection with Enter to have the remaining fields filled automatically. As you can see, the reason for payment is generated from the personnel number and the last name.

Payee

Payee:	DBADENIA Badenia Bausparkasse GmbH
Postal code / city:	75134 KARLSRUHE
Bank Country/Region:	DE Germany ⌄
Bank Key:	45000015
Bank Account:	1234567891
Payment Method:	U Überweisung ⌄
Purpose:	00001098/Meyer

To move to the next infotype, save your entries with **Save**.

In the following InfoType the relevant *fiscal data* is maintained. Enter **12345678995** as Ident. No. As Municipality enter **01002000** and for Tax Authority **2119**. The Tax class of your employee is **1** and he doesn't have to pay Church Tax **(00)**.

Tax Card/ELStAM

Identification No.:	12345678995 ⚙ IDNo
Municipality:	01002000
Tax Authority:	2119
Tax Class:	1 Children:
Factor:	
Church Tax:	00 Sp.Ch.Tax:

Submission
☐ Not Submitted

Allowances	Annually		Monthly	
Personal:		EUR		EUR
Additional:		EUR		EUR
Addit. Amount:		EUR		EUR

In the section *Further Data* choose **Schleswig Holstein** as Church Tax Area.

Further Data

* Tax Liability:	1 Unlimited	Cert.period:	01
Flat-Rate Tax:		Tax Table:	A General
Exempt. Reason:		Tax procedure:	2 Month Tab w/ AITD
Special Rule:		Pens. Exemption:	1 Age-Dependent
Add.Spec. Rule:		Church Tax Area:	08 Schleswig-Holstein
Spec. Rule DTC:			

Continue by pressing **Save**. The *Create Social Insurance D* infotype appears.

The employee should be insured with **Barmer Ersatzkasse**. Use the value help icon ⬒ to select this health insurance Fund.
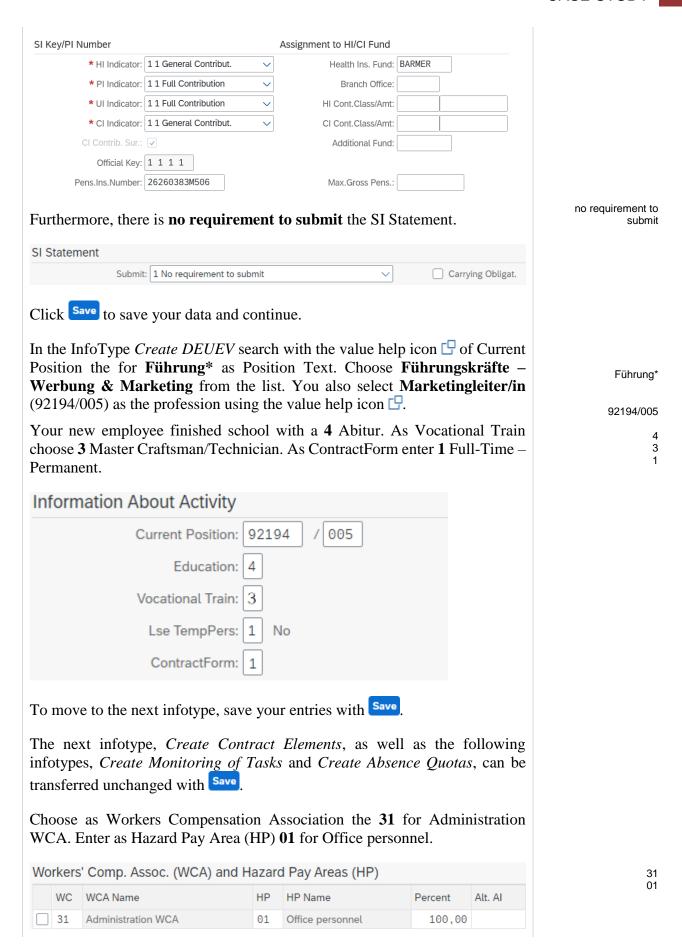
The pension insurance number varies depending on whether the employee you created is a man or a woman. Enter **26260383M506** as the pension insurance number if it is a woman. For a man, enter **26260383M005**.

Note The Pension Insurance Number has the following format:

26	260383	M	00/50	5/6
Area Number	Date of Birth (here german format)	First letter of the last name	Serial number 00-49 male 50-99 female	Check digit 5 Male 6 Female

SI Key/PI Number		Assignment to HI/CI Fund	
* HI Indicator:	1 1 General Contribut.	Health Ins. Fund:	BARMER
* PI Indicator:	1 1 Full Contribution	Branch Office:	
* UI Indicator:	1 1 Full Contribution	HI Cont.Class/Amt:	
* CI Indicator:	1 1 General Contribut.	CI Cont.Class/Amt:	
CI Contrib. Sur.:	✓	Additional Fund:	
Official Key:	1 1 1 1		
Pens.Ins.Number:	26260383M506	Max.Gross Pens.:	

Furthermore, there is **no requirement to submit** the SI Statement.

SI Statement	
Submit: 1 No requirement to submit	☐ Carrying Obligat.

Click **Save** to save your data and continue.

In the InfoType *Create DEUEV* search with the value help icon of Current Position the for **Führung*** as Position Text. Choose **Führungskräfte – Werbung & Marketing** from the list. You also select **Marketingleiter/in** (92194/005) as the profession using the value help icon.

Your new employee finished school with a **4** Abitur. As Vocational Train choose **3** Master Craftsman/Technician. As ContractForm enter **1** Full-Time – Permanent.

Information About Activity

Current Position:	92194 / 005
Education:	4
Vocational Train:	3
Lse TempPers:	1 No
ContractForm:	1

To move to the next infotype, save your entries with **Save**.

The next infotype, *Create Contract Elements*, as well as the following infotypes, *Create Monitoring of Tasks* and *Create Absence Quotas*, can be transferred unchanged with **Save**.

Choose as Workers Compensation Association the **31** for Administration WCA. Enter as Hazard Pay Area (HP) **01** for Office personnel.

Workers' Comp. Assoc. (WCA) and Hazard Pay Areas (HP)

	WC	WCA Name	HP	HP Name	Percent	Alt. AI
☐	31	Administration WCA	01	Office personnel	100,00	

Click **Save** to end the setting and automatically return to the Personnel Actions initial screen.

Click **SAP** to return to the SAP Fiori Launchpad.

Step 4: Simulation Payroll

Task Simulate a payroll.	**Time** 10 min
Short Description Use the SAP Fiori Launchpad to simulate a payroll for your recently hired Marketing Manager.	
Name (Position) August Faust (Payroll Officer)	

In this case study, you only simulate a payroll to ensure the consistency of the system state. You will see the complete remuneration statement for your employee.

To simulate a payroll run, use in the *Human Capital Management* area on the *Payroll* page in the *Payroll Officer* role the app *Simulation Payroll.*

Simulation Payroll

Note In general, payroll is concerned with calculating the remuneration for the work performed by each employee. It includes a variety of processes, including the preparation of payroll results and salary statements, as well as transfers or payment to employees.

In the section *Payroll period - Germany*, choose with the value help icon ⌸ the Payroll area **D2**. Change the current choice to **Other period** and choose the **following month** as period for the payroll.

In the section *Selection* enter the **Personnel Number of your Marketing Manager** and choose **D2** as Payroll area again.

Alternatively, use the value help icon ⌸ for the personnel number. In the popup that opens, select the *Organizational assignment* tab. Select the value help ⌸ again in the *Organizational unit* field.

Enter ###* as the *OrgUnit short text* and search for your organizational unit ### Marketing. Apply this and now search for and select your person.
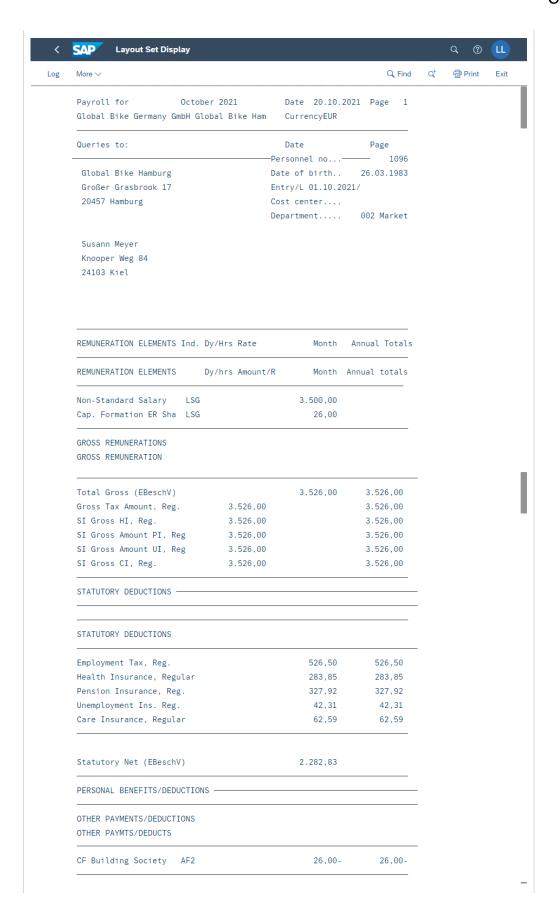
D2
Other period
Following month

Personnel number
D2

In the lower section *Remuneration statement*, select **Display remuneration statement** and use the value help icon ⬓ to select **SAP&CALC**.

Press Execute to run the simulation. After a short calculation time, the result will be displayed.

```
‹  SAP   Layout Set Display                    🔍  ⊙  LL

Log   More ⌄                              🔍 Find  🔍⁺  🖶 Print   Exit
────────────────────────────────────────────────────────────
   Payroll for          October 2021      Date  20.10.2021  Page   1
   Global Bike Germany GmbH Global Bike Ham   CurrencyEUR
   ──────────────────────────────────────────────────────────

   Queries to:                        Date          Page
                                ──────Personnel no...──────    1096
    Global Bike Hamburg             Date of birth..  26.03.1983
    Großer Grasbrook 17             Entry/L 01.10.2021/
    20457 Hamburg                   Cost center....
                                    Department.....   002 Market


    Susann Meyer
    Knooper Weg 84
    24103 Kiel



    ──────────────────────────────────────────────────────────
    REMUNERATION ELEMENTS Ind. Dy/Hrs Rate        Month   Annual Totals

    REMUNERATION ELEMENTS      Dy/hrs Amount/R     Month   Annual totals
    ──────────────────────────────────────────────────────────
    Non-Standard Salary    LSG                  3.500,00
    Cap. Formation ER Sha  LSG                     26,00
    ──────────────────────────────────────────────────────────
    GROSS REMUNERATIONS
    GROSS REMUNERATION

    ──────────────────────────────────────────────────────────
    Total Gross (EBeschV)                      3.526,00     3.526,00
    Gross Tax Amount, Reg.         3.526,00                 3.526,00
    SI Gross HI, Reg.              3.526,00                 3.526,00
    SI Gross Amount PI, Reg        3.526,00                 3.526,00
    SI Gross Amount UI, Reg        3.526,00                 3.526,00
    SI Gross CI, Reg.              3.526,00                 3.526,00
    ──────────────────────────────────────────────────────────
    STATUTORY DEDUCTIONS ─────────────────────────────────────


    ──────────────────────────────────────────────────────────
    STATUTORY DEDUCTIONS

    ──────────────────────────────────────────────────────────
    Employment Tax, Reg.                         526,50      526,50
    Health Insurance, Regular                    283,85      283,85
    Pension Insurance, Reg.                      327,92      327,92
    Unemployment Ins. Reg.                        42,31       42,31
    Care Insurance, Regular                       62,59       62,59


    Statutory Net (EBeschV)                    2.282,83
    ──────────────────────────────────────────────────────────
    PERSONAL BENEFITS/DEDUCTIONS ─────────────────────────────

    OTHER PAYMENTS/DEDUCTIONS
    OTHER PAYMTS/DEDUCTS
    ──────────────────────────────────────────────────────────
    CF Building Society   AF2                     26,00-      26,00-
```

```
Payroll for           October 2021        Date  20.10.2021  Page    2
Global Bike Germany GmbH Global Bike Ham    CurrencyEUR

Queries to:                         Date            Page
                              ┌Personnel no...─────    1096
 Global Bike Hamburg           Date of birth..    26.03.1983
 Großer Grasbrook 17           Entry/L 01.10.2021/
 20457 Hamburg                 Cost center....
                               Department.....    002 Market

 Susann Meyer
 Knooper Weg 84
 24103 Kiel


 _____

BANK TRANSFERS
BANK TRANSFERS
 _____

Bank Transfer                      2.256,83
 _____

 ┌─ Information About Bank Transfer──────────────────┐
 │Bank Transfer            2.256,83  EUR              │
 │             12030002  Deutsche Kreditbank AG 12345678│
 │CF Transfer                26,00  EUR              │
 │             45000015  Badenia Bausparkasse GmbH 00001096/Meyer│
 └──────────────────────────────────────────────────┘


Ind.: E = Non-Recurring Payment, L = Subject to Employment Tax, S = Subj
              Statement According to Sec. 108 Paragraph 3 Clause 1 Trad
```

```
Tax ID Number          12345678995 PI Number/SI In  26260383M506/1111
Tax Class/Factor/Child 1/     /     Base Rate Private SI
Church tax       —  /               Bonus/Midijob/Concurrent E  Z/  /
Tax-Exempt Amt           /          Health Insur  Barmer Ersatzkasse
Addl Amt Yrly/           /          HI-EE   8.050%    CI-EE   1.7750%
Tax/Social Insur 30 / 30            UI-EE   1.20%     PI-EE   9.30%
```

```
Payroll for           November 2021      Date  20.10.2021  Page    1
Global Bike Germany GmbH Global Bike Ham     CurrencyEUR
```

```
Queries to:                          Date           Page
                               Personnel no...———    1096
 Global Bike Hamburg           Date of birth..  26.03.1983
 Großer Grasbrook 17           Entry/L 01.10.2021/
 20457 Hamburg                 Cost center....
                               Department.....    002 Market


 Susann Meyer
 Knooper Weg 84
 24103 Kiel
```

```
REMUNERATION ELEMENTS      Dy/hrs Amount/R      Month   Annual totals


Non-Standard Salary    LSG                   3.500,00
Cap. Formation ER Sha  LSG                     26,00

GROSS REMUNERATIONS
GROSS REMUNERATION


Total Gross (EBeschV)                        3.526,00      7.052,00
Gross Tax Amount, Reg.          3.526,00                   7.052,00
SI Gross HI, Reg.               3.526,00                   7.052,00
SI Gross Amount PI, Reg         3.526,00                   7.052,00
SI Gross Amount UI, Reg         3.526,00                   7.052,00
SI Gross CI, Reg.               3.526,00                   7.052,00

STATUTORY DEDUCTIONS ————————————————————————————————————


STATUTORY DEDUCTIONS


Employment Tax, Reg.                           526,50      1.053,00
Health Insurance, Regular                      283,85        567,70
Pension Insurance, Reg.                        327,92        655,84
Unemployment Ins. Reg.                          42,31         84,62
Care Insurance, Regular                         62,59        125,18


Statutory Net (EBeschV)                      2.282,83

PERSONAL BENEFITS/DEDUCTIONS ————————————————————————————


OTHER PAYMENTS/DEDUCTIONS
OTHER PAYMTS/DEDUCTS


CF Building Society    AF2                      26,00-        52,00-
```

```
Payroll for           November 2021      Date  20.10.2021  Page    2
Global Bike Germany GmbH Global Bike Ham    CurrencyEUR


Queries to:                        Date            Page
                              ─Personnel no...─────    1096
  Global Bike Hamburg             Date of birth..   26.03.1983
  Großer Grasbrook 17             Entry/L 01.10.2021/
  20457 Hamburg                   Cost center....
                                  Department.....    002 Market


  Susann Meyer
  Knooper Weg 84
  24103 Kiel




  ─────────────────────────────────────────────

  BANK TRANSFERS
  BANK TRANSFERS
  ─────────────────────────────────────────────

  Bank Transfer                       2.256,83
  ─────────────────────────────────────────────

   ┌─ Information About Bank Transfer─────────────
   │ Bank Transfer           2.256,83   EUR
   │            12030002  Deutsche Kreditbank AG 12345678
   │ CF Transfer               26,00   EUR
   │            45000015  Badenia Bausparkasse GmbH 00001096/Meyer
   └────────────────────────────────────────────


  Ind.: E = Non-Recurring Payment, L = Subject to Employment Tax, S = Subj
            Statement According to Sec. 108 Paragraph 3 Clause 1 Trad




  ─────────────────────────────────────────────
  Tax ID Number        12345678995 PI Number/SI In  26260383M506/1111
  Tax Class/Factor/Child 1/     /    Base Rate Private SI
  Church tax      ─ /              Bonus/Midijob/Concurrent E  Z/  /
  Tax-Exempt Amt         /         Health Insur  Barmer Ersatzkasse
  Addl Amt Yrly/         /         HI-EE   8.050%    CI-EE   1.7750%
  Tax/Social Insur 30 / 30         UI-EE   1.20%     PI-EE   9.30%
  ─────────────────────────────────────────────
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As you can see, the total gross matches the employee's fixed salary and the contribution to capital formation. In addition, there is a list of the deductions customary under German law for determining the net salary. These include wage tax and the solidarity surcharge, as well as social security contributions.

Due to the length of the report, you can use the sample payroll here to review it without scrolling. You will recognize various positions that were included in the previous hiring process. These include, for example, the 26.00 euros for capital formation at Badenia Bausparkasse GmbH or the Barmer Ersatzkasse health insurance fund.

Click **SAP** to return to the SAP Fiori Launchpad.