Hello and welcome to the E-Learning Highlights of SAP Country Version Turkey – HCM.
After completing this lesson, you will be able to:

- List some highlights of SAP country version Turkey
- Discuss payroll calculation in Turkey
- Identify the Turkish legal reports
- Discuss seniority and notification calculation and reporting
This e-Book will discuss the localization of SAP ERP Human Capital Management in Turkey.

**Agenda**

**Highlights of SAP ERP HCM in Turkey**

- Payroll Calculation
- Legal Reports
- Seniority and Notification Calculation
Payroll Calculation
The Turkish payroll localization was completed in 1999. In 2004, the Turkish payroll solution was included in the HR-CEE add-on and became available to all customers. Localization supports Turkish business processes and legal requirements and continues to provide localized functionalities via EHPs based on our customers’ feedback.
Payroll Calculation

Legal deductions
- Income tax deduction
- Stamp tax
- Social Security deductions (Social Security employee/employer – Unemployment premium for employee/employer deductions)

Incentives
- SSI incentives (Legislations 5510, 6111, 14447, 14857, Special Area incentives, Research & Development incentives)
- Tax incentives (Special Area incentives, Research & Development incentives)
- Minimum Living Standard (AGI) calculation

- Tax functionality calculates income tax and stamp tax according to Turkish legislation. Specific calculations are also included in this function for research and development facilities.
- The Social Security function of SAP ERP HCM meets all legal requirements. It allows you to calculate Social Security legal deductions and incentives about legislations 5510, 6111, 14447, 14857, Special Area incentives, and Research and Development incentives.
- Payroll also calculates the Minimum Living Standard (AGI).
Infotype 0769 is used to identify an employee’s Social Security type and group.

Turkey-specific infotype 0769 Social Security and Tax information is used to keep legal Social Security and tax-related data. It contains a Social Security group, legislation number, employee document number, disability level for tax calculation, disability for Social Security, Minimum Living Standard (AGI) data, and so on.
Payroll Calculation (3)

- Employee group – SSK group
- Mapping table

Social Security groups are preconfigured in the standard system.
Social Security values: Minimum and maximum amount, minimum wage amount, and Social Security rates are kept for each Social Security group.

The tax amount, according to level, is also kept in the tax rate table. The system enables you to apply different tax regulations.
Personnel areas and sub-areas are mapped to legal workplaces to ensure specific payroll calculations and legal reporting.

Social Security number, work accident ratio, name, address, and all other legal information about the legal entities is kept in the system and used for reporting.
The Turkish HCM localization provides many legal reports.
The e-declaration report is the most frequently used legal report in a company. The report enables you to list employees in each Social Security group and the employees’ Social Security deduction amounts. It also provides information about hired and terminated employee numbers.
All employees have to use a doctor visit form to prove that they are eligible for the visit and that their company makes Social Security payments.
Legal Reports (3)

Doctor visit paper for family members

- Form for family members
- Includes employee’s Social Security information

The doctor visit report for family members takes all necessary information from infotype 0021 (Family Member Information).
Identity notification form

- Identity form that covers personal information
- Submitted to Security Services (police or military) for every newly hired employee

This report is submitted to police or military services.
This report is used for Social Security if a work accident happens. The report takes information from infotype 0778 (Work Accident Information).
The report is submitted to the Social Security Institute for statistical reasons. The report shows the number of permanent, temporary, part-time, and disabled employees. The report also gives you the opportunity to combine more than one legal entity.
Research and development notification form

- Income tax allowance is declared to tax administration for people who are dependent on “Law for the Encouraging of Industrial Research and Development.”
- Submitted to tax office

This report is submitted to the tax office. It provides tax information for research and development activities.
Seniority and Notification Calculation
Seniority and Notification Compensation Calculation

The Severance and Termination report calculates the amount of severance and termination for employees who leave the company.

- According to Turkish law, companies are obliged to make provisions every month for severance and termination for all of their employees. This amount is reserved for employee rights in case the business closes.
- The Severance and Termination report also calculates the total severance and termination payment amount. You can use a BAdI implementation to automatically send this amount to the related account in the finance module.
Lesson Summary

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Related Information

For more information on the topics discussed in this lesson, see the following references:

- [https://service.sap.com/GKB](https://service.sap.com/GKB)
- Literature (Implementation of Country Versions for SAP ERP Systems):

**Country page:**
- [http://service.sap.com/globalization](http://service.sap.com/globalization)
- > You are here > country information > Turkey
- > You are here > country information > Global knowledge base

**Country version documents:**
- > Country versions > Europe > Turkey

**Country-specific notes:**
- [http://service.sap.com/notes](http://service.sap.com/notes)
- Application area XX_CSC-TR-HR

For more information on the topics discussed in this lesson, see the references listed here.
Thank You!

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Thank you for attending this E-Learning session.