SEM and Budget Preparation

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Budget Requirements

**Budget Preparation**
- Estimates by departments, budget directors
- Consolidation of dept. budgets
- Budget Review
- Budget Submission

**Other Requirements**
- Controlled access to budget data
- User-friendly interfaces (including web enabled)
- Planning and what-if scenarios
- Position Budget preparation

**Reporting and Postaudit**
- Interim and year-end financial and statistical reporting
- Audits, reviews, proposals

**Budget Execution**
- Administration of revenues, personnel, purchasing ...
- Accounting

SAP SEM
SAP R/3
EA-PS Related Extractors and Retractors

- Extractors to pull data from R/3
  - FM Master Data: Fund, Funds Center, Functional Area, Commitment Item, etc.
  - HR Master Data: Organizational Unit, Position, etc.
  - CO Master Data: Cost Center, Order, Project
  - FM Transaction Data: FM Budget, Commitment, Actuals
  - Special Ledger Transaction Data: Actuals, etc.

- Retractors to post data back to R/3
  - FM Budget
  - PBC Budget
  - CO/PS Planning
### Predefined InfoCube Data Model

<table>
<thead>
<tr>
<th>InfoCube data model</th>
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<tbody>
<tr>
<td>Commitment Line Items for Position Budgeting and Control</td>
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<tr>
<td>FM Area, Controlling Area, Funds Center, Cost Center</td>
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<td>Company Code, Chart of Accounts, G/L Account, Commitm. Item</td>
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Predefined InfoCube Data Model - Add’l Details

InfoCube data model

- Budget SEM Cube
  - FM Area, Controlling Area, Funds Center, Cost Center
  - Financial management area
    - Currency key
    - Fiscal year variant
    - Source System

InfoObjects

- Position
  - Assigned Position
    - Controlling Area of Master Cost Center
    - Employee Group
    - Employee Subgroup
    - Job
    - Source System
    - Master Cost Center
    - Indicator obsolete
    - Organizational Unit
    - Position is a Chief Position
    - Span of Control of a Position
    - Position FTE
    - Indicator: Position is Temporary
    - Indicator for Staff Position
    - Indicator for Vacancy of a Position
What Comprises SAP SEM?

- A suite of analytical applications comprise SEM
- Applications are robust and easy to customize
- Applications integrate with BW and thus SAP R/3
- BPS application can be easily customized for use in Higher Ed budget preparation
Extract data from the source system into a SAP BW InfoCube

Retract data from SAP BW into your source system

Other Transaction Systems

SAP R/3

HR
CO
EA-PS FM
- Refers to BW InfoCubes for characteristics and key figures
- Includes comparative and other relevant data as needed
- Allows manual planning, calculated formulas and interfaces to Microsoft Excel
- User defined filter and selection variables
- Define planning levels, layouts and profiles
- Status Monitor
## SEM-BPS Features – Sample Layout

### Enter plan data

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### Planning functions

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What is Position Budgeting and Control?

- PBC is the abbreviation for the SAP Position Budgeting and Control module housed within the HR suite of applications.
- Offers solution that integrates the Human Resource and Financial aspects of Personnel activities.
- Allows the user to view a breakdown of the Funds Management totals by position.
- Functions as a sub-ledger to Funds Management.
- Allows the user to view salary and benefit totals by Funds Center (Department).
Position Budgeting and Control Benefits

- Integrates budget for Funds Management and PBC
- Brings together the budget required to finance human resources with the management of human resources
- Applies FM processes for monetary budget to PBC
- Optimizes the assignment of employees and positions to funds by making commitments and actuals visible
Key Functionality of Position Budgeting and Control

- Allows multiple employees to be assigned to and financed via a single position
- Creates an encumbrance in Funds Management and PBC when a position is financed
- Multiple sources can be used to fund a single position
- Checks that all persons are financed before payroll is processed
- Reduces commitment at each Payroll posting
- Provides the option to perform an availability control for both FTE and dollars within customizable tolerance profiles.
Position Budgeting and Control - Commitments

**Budget (FM acc. Assignment)**

- **Position**
- **Person**
- **Payroll Run**

**Payroll simulation**

**Funds Management**

- **Pre-commitment**
  - Generate pre-commitments for positions
- **Commitment**
  - Generate Commitments for employees
- **Actual**
  - The actual payroll posting reduces the commitments for employees

**Budget is Reserved for each position/person**
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