

New developments in HR and Finance modules

Juergen Hollberg
IBU Public Services, SAP AG

THE BEST-RUN BUSINESSES RUN SAP 

Agenda



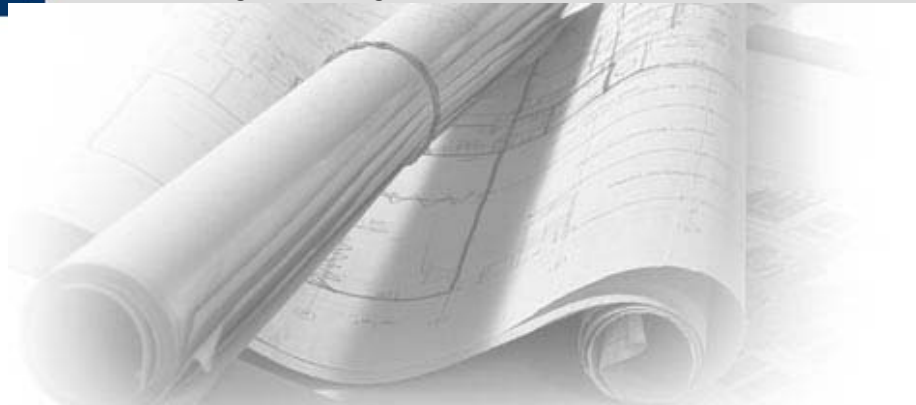
**Where are you
and
what means ,New‘**

**Developments
in HR and Finance**

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Where are you today?



Based on an enquiry among HERUG members carried out in April 2004

13 institutions run their production system with release 4.6

More than 10 already upgraded to R/3 Enterprise 1.10 or 2.0

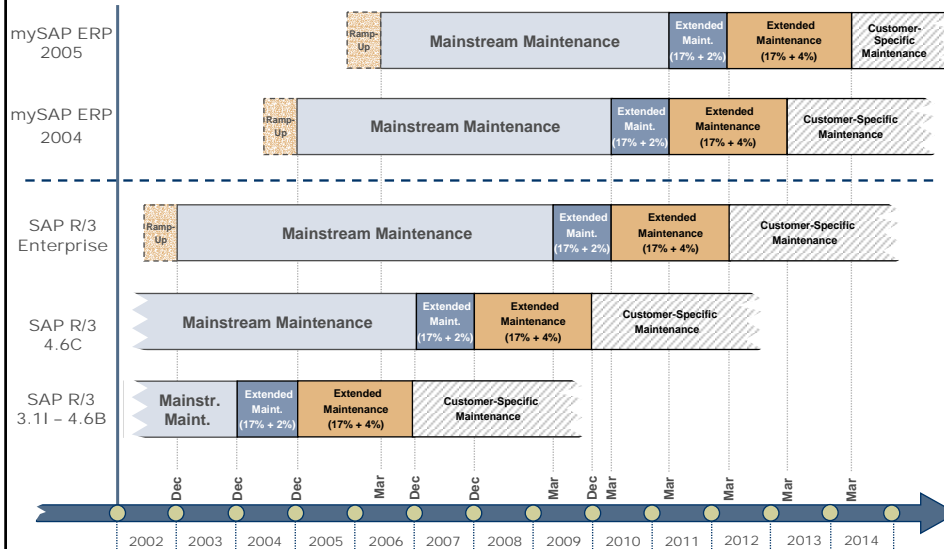
Only 5 want to upgrade after 2005 or still have no plans defined

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Release and Maintenance Strategy



This strategy is also valid for all Industry Add-Ons based on the releases above.

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What does 'New' mean?



mySAP ERP – 2003 Edition: Available NOW

Set of components, consisting of:

- SAP R/3 Enterprise 4.7, SAP SEM, E-Recruiting, SAP ESS
- SAP NetWeaver (SAP EP 5.0, SAP BW 3.1, SAP XI 2.0)

mySAP ERP – 2004 Edition: Ramp-up June 2004

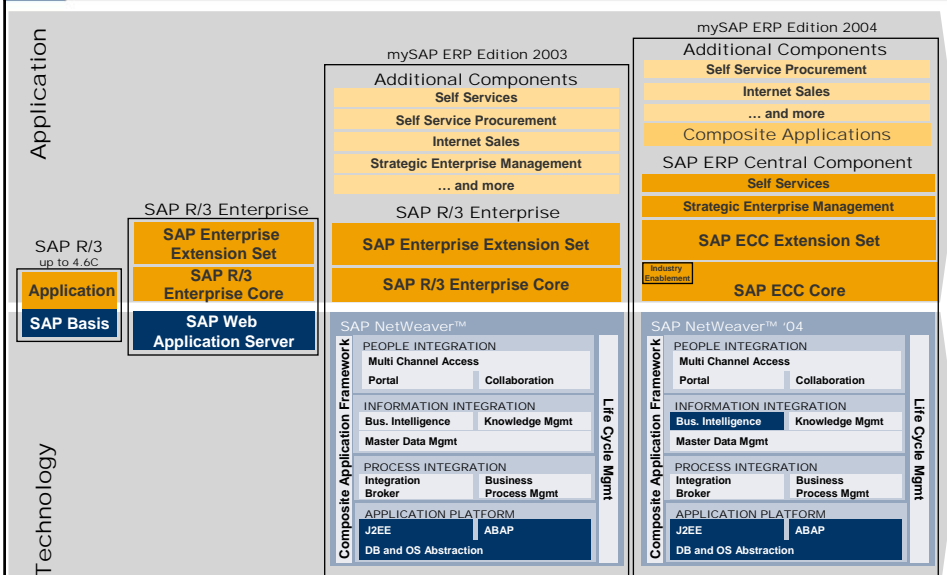
- ECC 5.0 with "New GL"
- Synchronized SAP NetWeaver 2004 release

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Architecture of mySAP ERP



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Where are you
and
what means ‚New‘

Developments
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Overview: Processes in Accounting

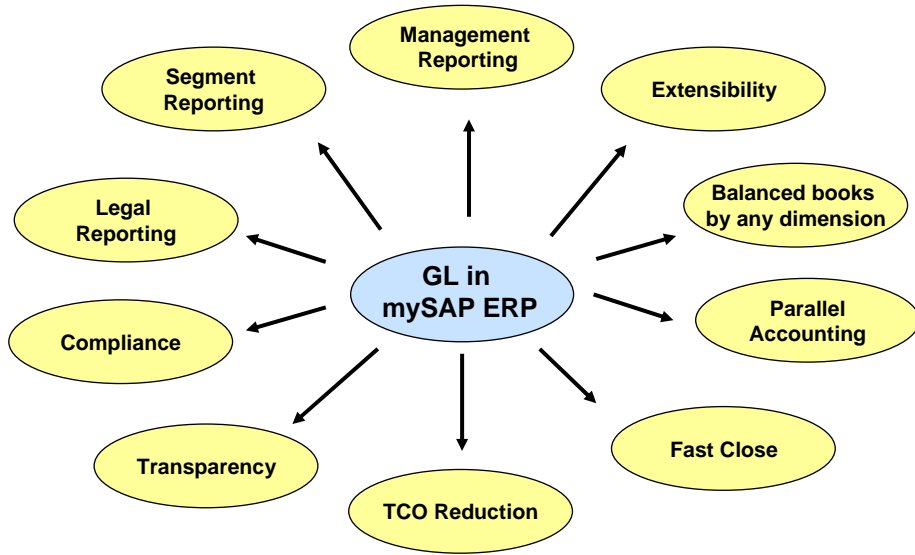
	Budgetary accounting	Financial accounting	Managerial accounting
Preparation	BW-BPS		
Execution	BCS Commitment handling	New GL	New GL
Year end	Workflow for OI		
Special topics			

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Customer Requirements and SAP's Solution



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GL in mySAP ERP - Standard structure

General	Account + Subacnts	Industry Templates
Ledger	Account	+ Grant
Org Units	Transaction Type	+ Fund
Company	Functional Area	+ Title
Segment		+ ...
Profit Center		
Partner Company	Value in TC	
Partner Segment	Value in LC	
Partner Profit Center	Value in GC	
		Customer Extension
		+ ...
		+ ...

Despite its flexibility, General Ledger is no substitute for SAP Profitability Analysis or SAP Business Information Warehouse. Reasons: Data volume, performance, functionality.

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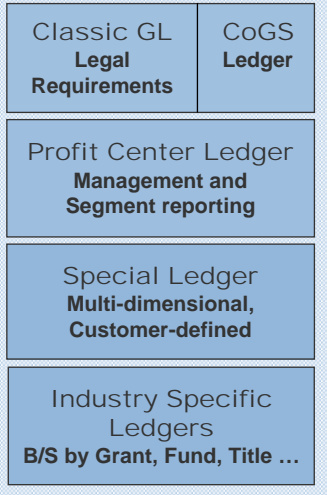
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Comparison of GL in R/3 Enterprise and mySAP ERP

General Ledger in R/3 Enterprise

Today: A Scattered World



General Ledger in mySAP ERP

mySAP ERP: A Unified World

- General Ledger supports
- Legal Requirements
- Mgmt. and Segment reporting
- Extensibility by Industries
- Extensibility by Customers
- Balanced book by any dimension
- Parallel sets of books
- Fast Close
- TCO reduction
- Intl. Accounting Standards
- Compliance & Transparency

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Balanced Books for any Dimension – Entry View

Recording View

Document Number: 1700000288 Company Code: 1000 Fiscal Year: 2004
 Document Date: 11.03.2004 Posting Date: 11.03.2004 Period: 3
 Reference: Cross-CC no.: Ledger Group:

C.	Item	PK	S	Account	Description	Profit Center	Amount	Curr.	Tx
100	1	31		1000	C.E.B. BERLIN		1.000,00	EUR	11
	2	40		400000	Consumptn, raw mat.	PC01	545,45	EUR	11
	3	40		470000	Occupancy costs	PC02	363,64	EUR	11
	4	40		154000	Input tax		90,91	EUR	11

Entry: Expenses for two profit centers

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Balanced Books for any Dimension – GL View

Recording View

Document Number: 1700000288 Company Code: 1000 Fiscal Year: 2004
 Document Date: 11.03.2004 Posting Date: 11.03.2004 Period: 3
 Reference: Cross-CC no.: Texts exist: Ledger Group:
 Currency: EUR

Ledger FL

Doc.: 1700000288 Fiscal Year: 2004 Period: 3

C.	Item	Ledger	Pk	S	Account	Description	Profit Center	Amount	Curr.	Tx
1000	1	000001	31		1000	C.E.B. BERLIN	PC01	600,00	EUR	11
	2	000003	40		400000	Consumptn, raw mat1	PC01	545,45	EUR	11
	3	000004	40		470000	Occupancy costs	PC02	363,64	EUR	11
	4	000005	40		154000	Input tax	PC01	54,55	EUR	11
	4	000006	40		154000	Input tax	PC02	36,36	EUR	11

Payables and taxes are split online, accordingly.

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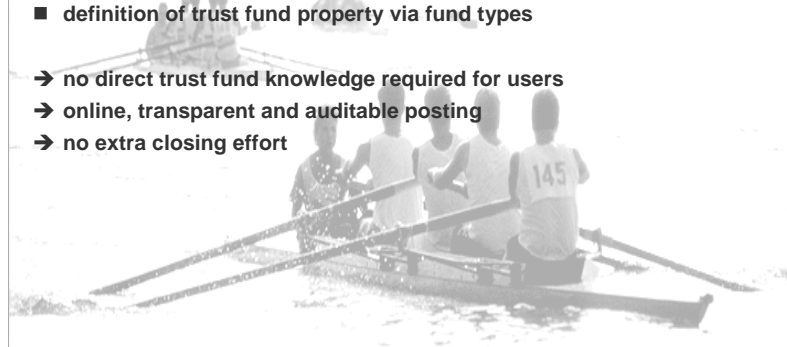


New developments – Financial accounting

Trust Fund handling

- financial accounting of revenue and expenditure on G/L instead of P&L accounts
- budgetary account assignments taken over from original posting
- definition of trust fund property via fund types

- no direct trust fund knowledge required for users
- online, transparent and auditable posting
- no extra closing effort



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New developments – Budgetary accounting

Preparation

- From mySAP ERP 2005 on, BPS functionality will be part of BW and no longer of SEM – planning is then integrated in your license.

Execution

- **Budgeting using BCS**
 - ◆ First version of migration tools (FB to BCS) for totals and/or documents
 - ◆ Period control for budgeting
 - ◆ New key field Year of Cash
- **AVC using BCS**
 - ◆ Filters for budget and actuals in customer AVC ledgers
 - ◆ Custom-built period-based AVC
 - ◆ Cover eligibility and RiB

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New developments – Budgetary accounting

■ Commitment handling

- ◆ BADI to control reduction of earmarked funds
All combinations of earmarked funds and FI documents allowed; sequence can be controlled
- ◆ Stock orders: Funds reservations linked to PR and PO; Field status to control assignments
- ◆ Warehouse FC concept now uses derivation tool
- ◆ Principle of Prudence (PoP) in earmarked documents

Year end

- Carry-forward of commitment documents subject to workflow approval

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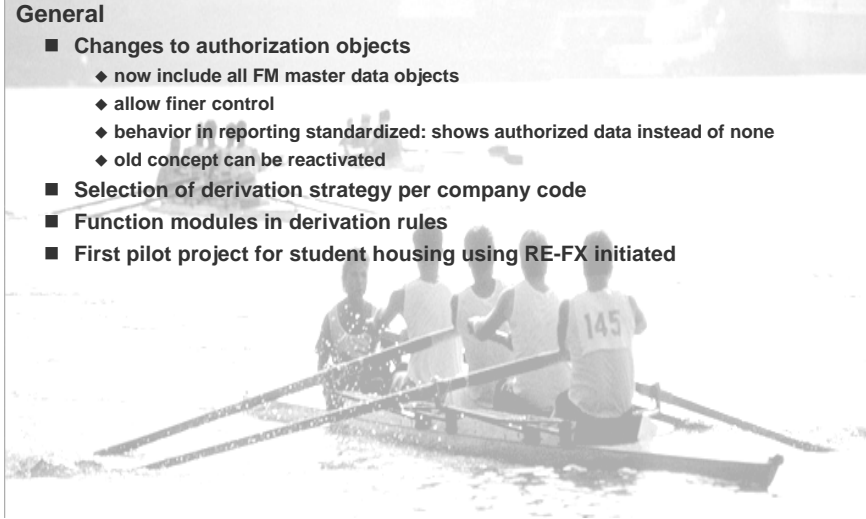
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New developments – Budgetary accounting

General

- **Changes to authorization objects**
 - ◆ now include all FM master data objects
 - ◆ allow finer control
 - ◆ behavior in reporting standardized: shows authorized data instead of none
 - ◆ old concept can be reactivated
- **Selection of derivation strategy per company code**
- **Function modules in derivation rules**
- **First pilot project for student housing using RE-FX initiated**



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New developments – HR

Overall HR development did focus on usability aspects of the solution

- changes in layout of transactions and forms
- definition of further services for employee and manager



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Contemporary Layout

Old

Time Statement Form

Time statement list
Printed on: 11.07.2003

Employee: 00001007 George Harvey
Administrator: Felix Fehrlert

Personnel area: DE01 Personnel subarea: 0001
Employee group: 1 Employee subgroup: 00
Cost center: Position: 99999999 MB

Evaluation period from: 01.01.2003 to 31.01.2003

Individual results

Day Text	Iter	Oftr	Start	End	rec	Plnd	Skel	Flex
01 No Vrs Day					EE not at work	7,20	7,20	0,00
Day off								
02 Th			08:00	17:00	9,00	7,20	8,00	0,80
03 Fr			08:00	17:00	9,00	3,60	7,50	3,90
Overtime 25%								0,50
Weekly total						19,00	22,70	4,70
05 Copthany					EE not at work	7,20	7,20	0,00
Day off								
07 Tu			08:00	17:00	9,00	7,20	8,00	0,80
08 We			08:00	17:00	9,00	7,20	8,00	0,80
09 Th			08:00	17:00	9,00	7,20	8,00	0,80
Overtime 25%								2,00
Overtime 50%								2,00
10 Fr			08:00	17:00	9,00	3,60	7,50	3,90
Overtime 25%								0,50
Weekly total						45,40	58,70	8,00
13 Mo			08:00	17:00	9,00	7,20	8,00	0,80
14 Tu			08:00	17:00	9,00	7,20	8,00	0,80
15 We			08:00	17:00	9,00	7,20	8,00	0,80
16 Th			08:00	17:00	9,00	7,20	8,00	0,80
Overtime 25%								2,00
Overtime 50%								2,00
17 Fr			08:00	17:00	9,00	3,60	7,50	3,90
Overtime 25%								0,50
Weekly total						45,40	58,70	8,00
20 Mo			08:00	17:00	9,00	7,20	8,00	0,80

Time statement using the RPTEDT00 report (old)

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New

Time Statement



If you have any queries, please contact

Ms
Simone Day,
...
MR
George Harvey
2025 Oakleaf Street
MENLO PARK 94035
USA

Personal/Organizational Information		
Personnel No.	Cost Center	Position
00000001		99999999
Date of Birth	Personnel Area	Personnel Subarea
13.04.1955	DE01	0001
Work Date	Work Date	Business Subarea
01.01.2003		0001
	Work Schedule Rule	Time Recording
	014	1

Evaluation Period: from 01.01.2003 to 31.01.2003

Time-Off Accounts

Time-Off Account	Deduction Period	Entitlement	Deduction
Standard leave	01.01.2003 to 31.03.2004	28,00	0,00
Educational leave	01.01.2003 to 31.12.2004	2,00	0,00

Month: 01 - 2003

Individual Results by Day

Day	Time Information	Time Pairs	Time Accounts/Time Wage Types					
			Project	Night Bonus	012	01	014	
01 Th	Time Events: Abs work	08:00 17:00 9:00	6,00	0,00	0,00	0,00	0,00	
01 Fr	Time Events: Abs work	08:00 17:00 9:00	4,00	0,00	0,50	0,50	0,00	
01 Tu			20,00	0,00	2,00	0,00	0,00	
01 Tu			0,00	16,11	7,00	7,00	0,00	0,00

Time statement using the HR forms workplace/SAP Smart Forms/SAP Smart Forms

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Employee Role - HCM Services Overview

Welcome, Peter Jones In Meeting Help Personalize Log off

E-mails Application Services Send Instant Message Start Chat My Portal Contacts Search

Home Sales Analytics Activities Account Management My Self Services

Overview Leave Request Career Travel Life and Work Events

Leave Request

Request leave and other types of absence. Display calendar and time balances, and cancel leave requests.

Career

Monitor and approve your objectives and appraisals. View and change your own skills profile.

Travel

Create your travel requests and plan travel service for your business trip, such as booking flights, hotels, car rental and train tickets. Record your travel expenses.

Life and Work

Guides you through a number of Life and Work Events from a birth of a child to beginning work at a new company.

Record Work

Record your working times.

Payment

Display your salary statements.

Benefits

Display the plans in which you are currently enrolled, enroll in new benefits plans and download an enrollment form.

Personal Information

Administrate addresses, bank information, and

Time Statement

Services for the Employee

The next generation of Employee Self-Services

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Employee Role - Leave Request

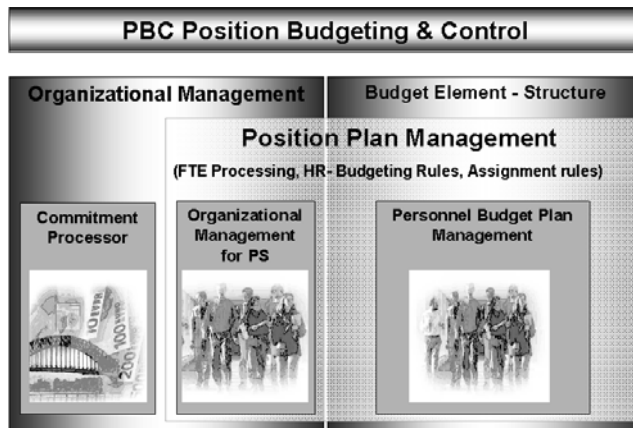
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New developments - HR

Position Budget and Control

- Creation of budget in FM (equivalent to creation of planned cost in PCP)
- Enhancement of FTE handling: Reflection in organizational management or in a budget structure



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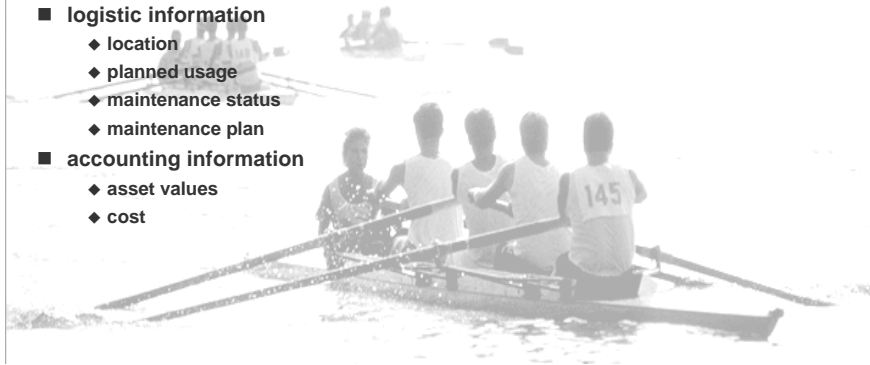
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Other interesting features

As part of a ESS/MSS scenario in PLM, an 'Equipment monitor' has been developed to show equipment-related information stored in various areas together

- **logistic information**
 - ◆ location
 - ◆ planned usage
 - ◆ maintenance status
 - ◆ maintenance plan
- **accounting information**
 - ◆ asset values
 - ◆ cost



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Further information

Rollout workshops on new PS features are planned for 3Q/2004

Please enquire for details if you plan early adoption



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