

Redwood Business Solutions

Making complex processes easy to manage.

At A Glance

Industry

- Municipal IT service provider

Environment

- SAP® ERP 6 ECC 600
- SAP NetWeaver® 7
- SAP HCM
- SAP Central Process Scheduling by Redwood

Key Challenges

- Complexity of payroll accounting in the municipalities
- Replacement for payroll program “Paisy”
- Implementation of the municipal master
- Achieve flexible and easy administration

The Solution

- SAP CPS as integrated solution
- Single point of administration
- Alerting and monitoring
- Secure payroll processing
- Dynamic variant manipulation at runtime

Key Benefits

- Central maintenance of 140+ company codes
- Transparency of processing status at all times
- Highly flexible due to automated variant parameterization
- Fewer manual entries means fewer errors



citeq, Münster Improves Payroll Accounting with SAP HCM and SAP Central Process Scheduling



Initial Situation

citeq is the IT service provider for the city of Münster and other municipalities. Among the services that citeq performs is payroll accounting for more than 20,000 pay scale employees, public sector employees and pension recipients within 120 employers in the public sector, most of which operate at the municipal level. To keep up with increasing requirements for a complete human resources department IT system, the pure payroll system citeq was using was to be replaced by SAP HCM. citeq was faced with the task of implementing automatic data processing operations for payroll accounting of 180 independent units on a monthly basis. These units employ up to 5,000 civil servants. citeq typically provided this diverse range of customers a comprehensive service that extended far beyond payroll accounting, and the service needed to be maintained. This would only be possible with powerful job scheduling software – and SAP Central Process Scheduling by Redwood (SAP CPS) was the perfect solution.

Alternative Solutions

citeq tested both an in-house scheduling solution and the SAP Process Workbench. Neither of the individual solutions – nor a combination of both – met the requirements of the complex processing tasks. Two key factors were the option of variant manipulation (each of the 180 payroll units requires an individual process variant for a number of different SAP programs) and the consideration of upstream and downstream processing information for additional process control (e.g., transferring a job ID to subsequent programs).

“Thanks to the HCM solution in connection with SAP CPS, we have been able to dramatically minimize the risk of errors by reducing the need for manual entries and decreasing the work required to maintain different variants.”

Grazyna Niggemann
citeq



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Challenges and Objectives

The challenge for citeq was in integrating a diverse range of customers into the appropriate SAP system landscape. To minimize costs and maintenance, the parties involved decided against a one-to-one customer-client relationship. The two largest customers and their satellite facilities, which citeq also serves, received client status. All other customers were consolidated in two separate clients. As a consequence, the actual customer ID is not the client number; it is the company code number. After migrating data and finishing the customizing process for the clients/company codes, the payroll processes were organized according to existing specifications. Conditions had to allow three payroll runs per month for a total of 140 company codes (pay scale employees, public sector employees/pension recipients; recipients of additional salaries). In addition to the actual payroll program, numerous subsequent programs were required in order to obtain all the payroll results for the 180 payroll units (many company codes have both pay scale employees and public sector employees). The majority of programs must be executed for each company code in order to obtain data and lists specific to the company code in question. Due to SAP specifications, some of the ABAPs only offered the option of a single-client run. This placed significant requirements on the complexity of the automated runs to be implemented. In the final stage, around 10,000 program calls would have to be organized for each payroll period.

Approach

At the heart of the job control system is an Excel spreadsheet that contains specific information on one company code/payroll group combination in each row. For the company code-specific ABAP call statements, this spreadsheet is imported using JavaScript. The required temporary variants are then generated using this information.

In the second step, the ABAP is run with these variants. This allows citeq to adjust the individual variants for 180 payroll units in a fully automatic fashion every month. Simple Redwood scripts were written for the ABAPs carried out for each company code. These scripts run through the spreadsheet and generate the corresponding variant for each company code. The ABAP is then carried out using this new variant.

If, for example, the company code or accounting periods are changed, only the contents of the spreadsheet must be updated. The process chain itself remains unaffected; the other ABAP statements run for each client. These statements are embedded in the steps of the process chain four times (for each client) in parallel. If a new client is added, the simple addition of a fifth call statement to the chain is required. Here, Redwood scripts were not needed in order to facilitate better monitoring of the process chain. With these ABAPs, the variants are also parameterized using SAP CPS. Each time a change is made, the Excel file was converted into a CSV file so that it could be imported into SAP CPS. citeq is responsible for maintaining this data. If an error occurs, the employees in charge of rectifying the error or those affected by it can immediately be notified automatically by e-mail or text message. In addition, automatic reactions such as restart procedures or alternative processes are stored in the system.

Realized Advantages

Among the key advantages for citeq:

- Handling of approximately 10,000 program calls for each payroll period
- Process changes are entered centrally and are valid globally
- High flexibility thanks to automated variant parameterization
- Risk of errors drastically minimized by reduced manual entries
- Low maintenance for the variants
- Clear monitoring
- Central organization of all processing specifications
- Automatic reactions for processing errors (restart, messaging, etc.)

For more information on SAP Central Process Scheduling and other Redwood solutions, please visit www.Redwood.com.



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