SAP Consulting Services

We add WORTH to IT

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Overview

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Leadership

- Senior management with experience of maintaining 85+ Fortune 500 clients across the globe
- Experienced team with experience of managing operation of 20K + people

Process

- Defined process to deliver with committed SLAs
- Robust quality management system

Technology

- SAP, Ariba, Success Factor, Fiori, HANA
- ERP, CRM, SRM, SCM, HCM, EPM, WM, Supply Chain (Functional & Domain)
- ABAP, BASIS, GRC, NW, BI/BO, EP, MDM, SolMan, BPC (Technical)
- iOS, Android, Windows, HTML 5, Web UI, Silver Light, Dot Net, Java, C, C++

Geographical Presence

Techno-India (Bangalore, Chennai, NCR, Hyderabad, Mumbai, Pune
USA, UK, Brazil, Mexico, Europe, Middle East, Far East

Key Highlight

- Member of 'Extended Business Member' program
- Best Partner of the Year – 2013 by SAP
- Authorized Education Partner
- 100% success rate on all the engagement
- Worked for large implementation as a part of SAP India and SAP GD teams

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Our HCM Capability

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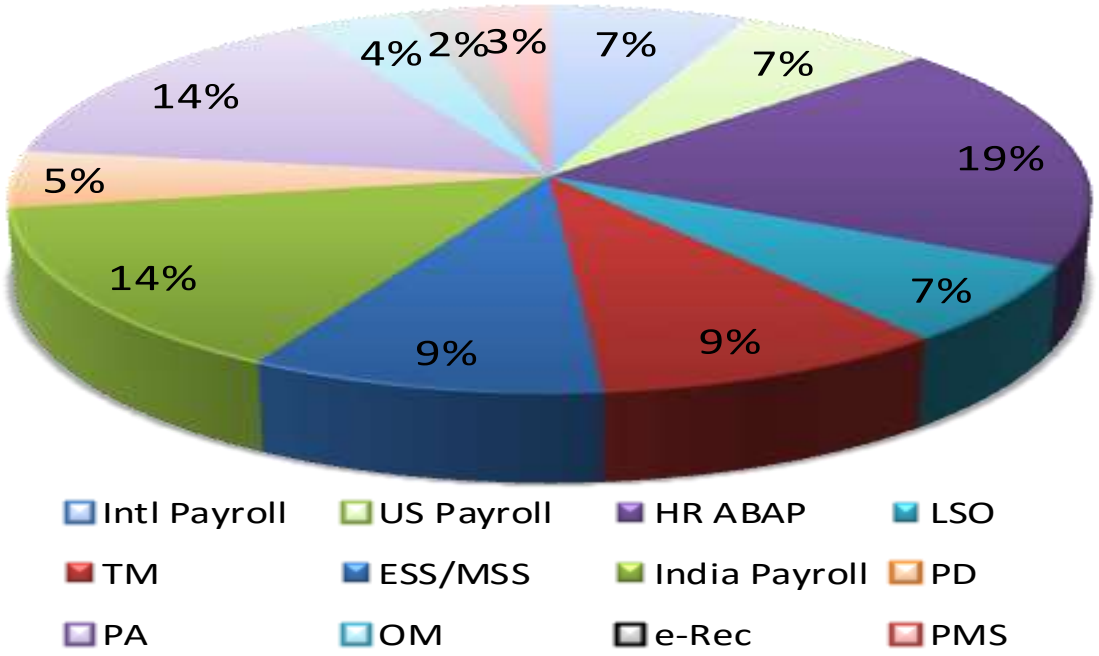
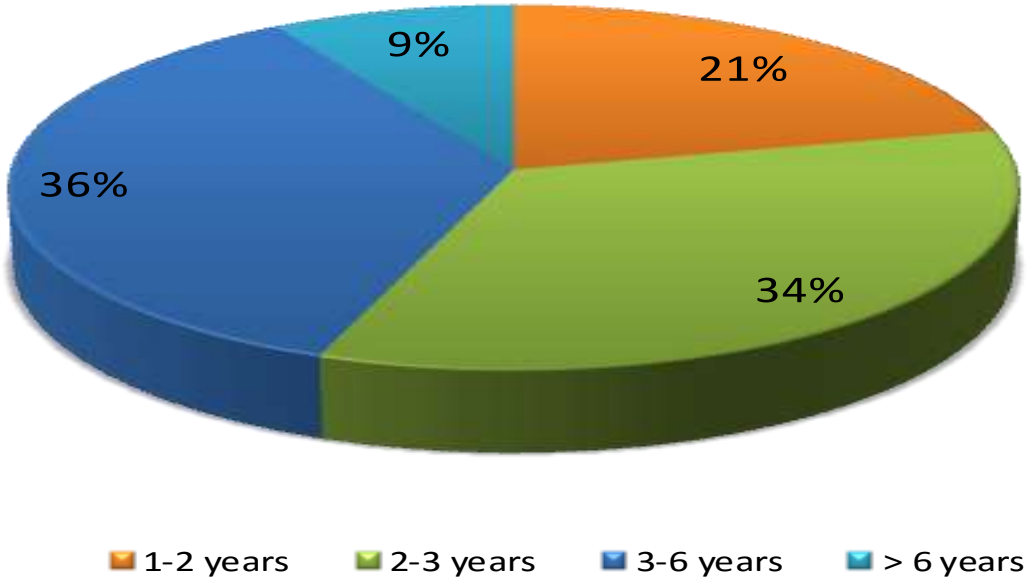
Resource Skill-Mix



Experience Mix



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Recent Achievements

- Awarded the "Best Partner of the year" in EBM category by SAP at Partner Summit held at Mumbai in June 2014
- Successfully implemented and supporting "SAP ERP On-Cloud" for several Small and Medium Enterprise customers with Industry Best Practices on a monthly subscription model
- Featured among the "20 Most Promising Partners of SAP" in CIO Review Magazine in March 2015

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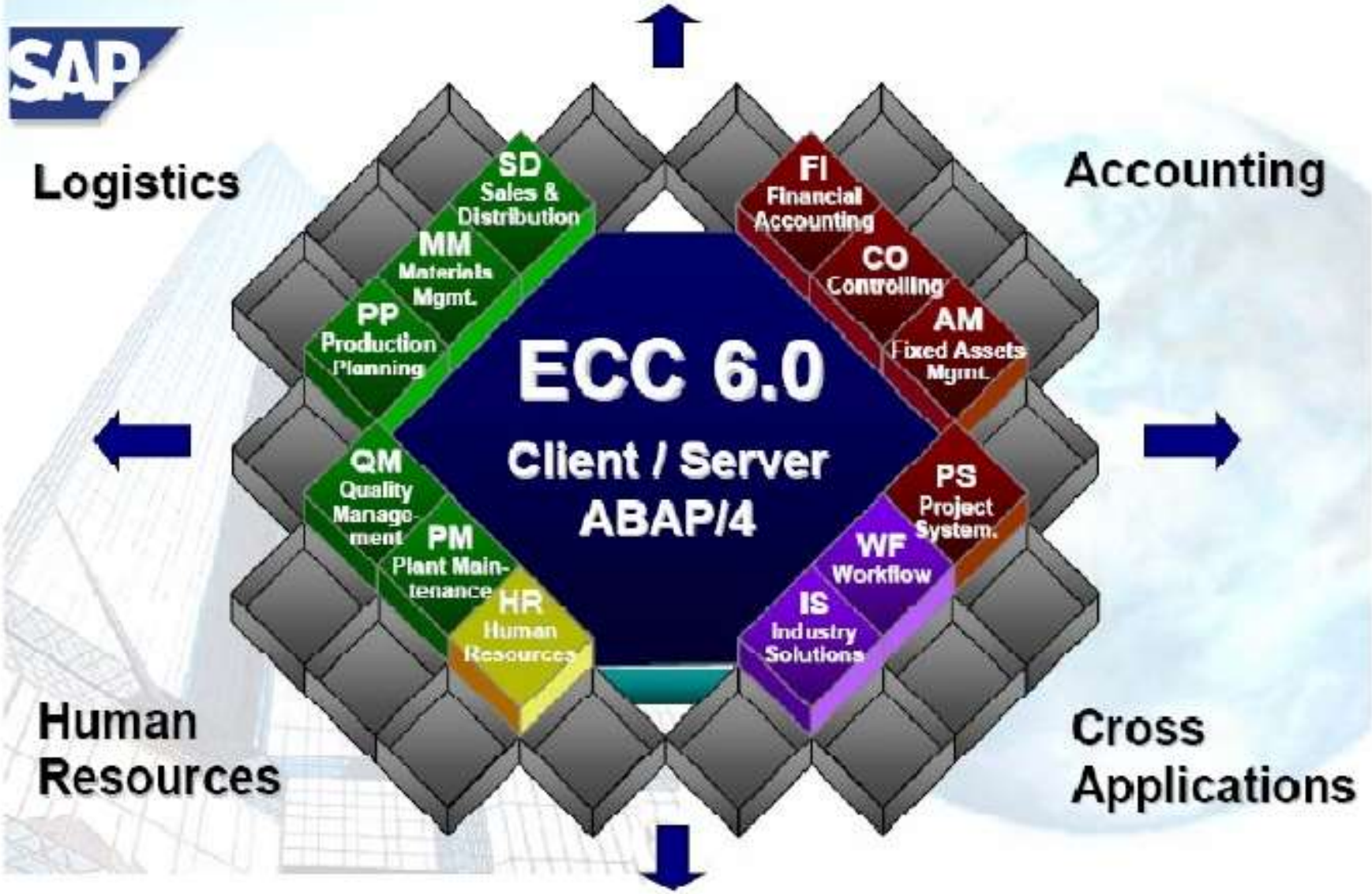
SAP ERP



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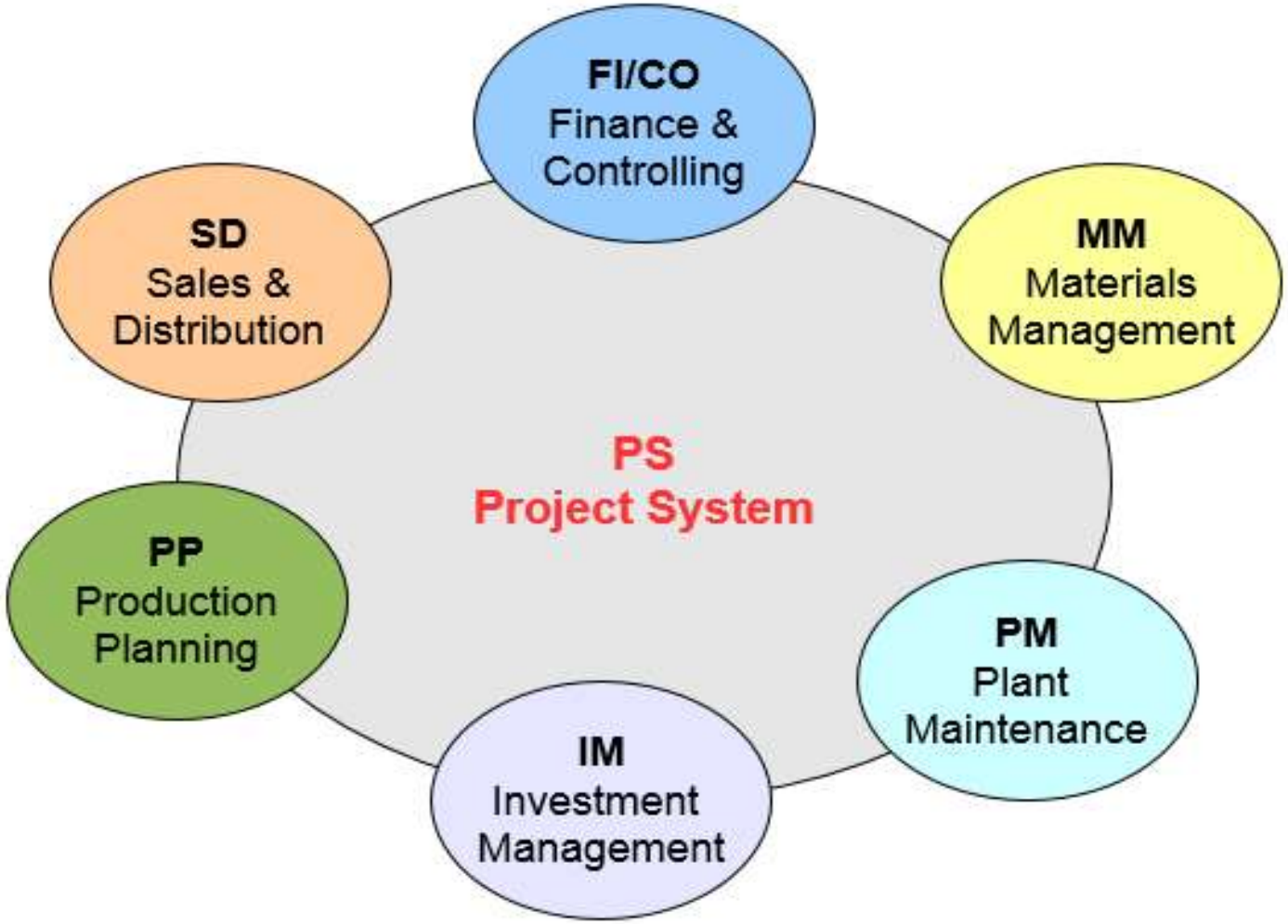
PS Integration with Other SAP modules



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Project Systems Process Overview

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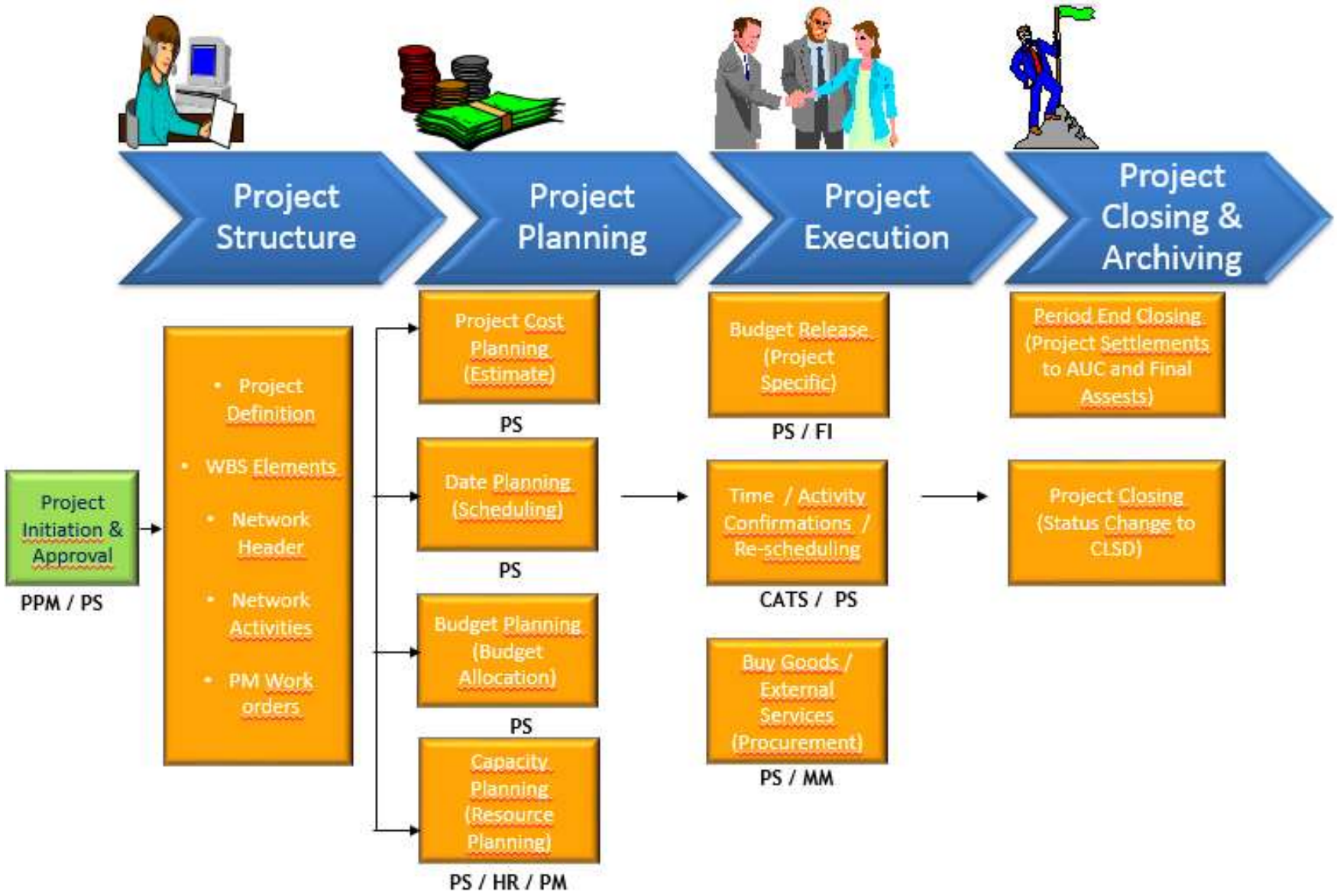

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SAP PS - Project Management

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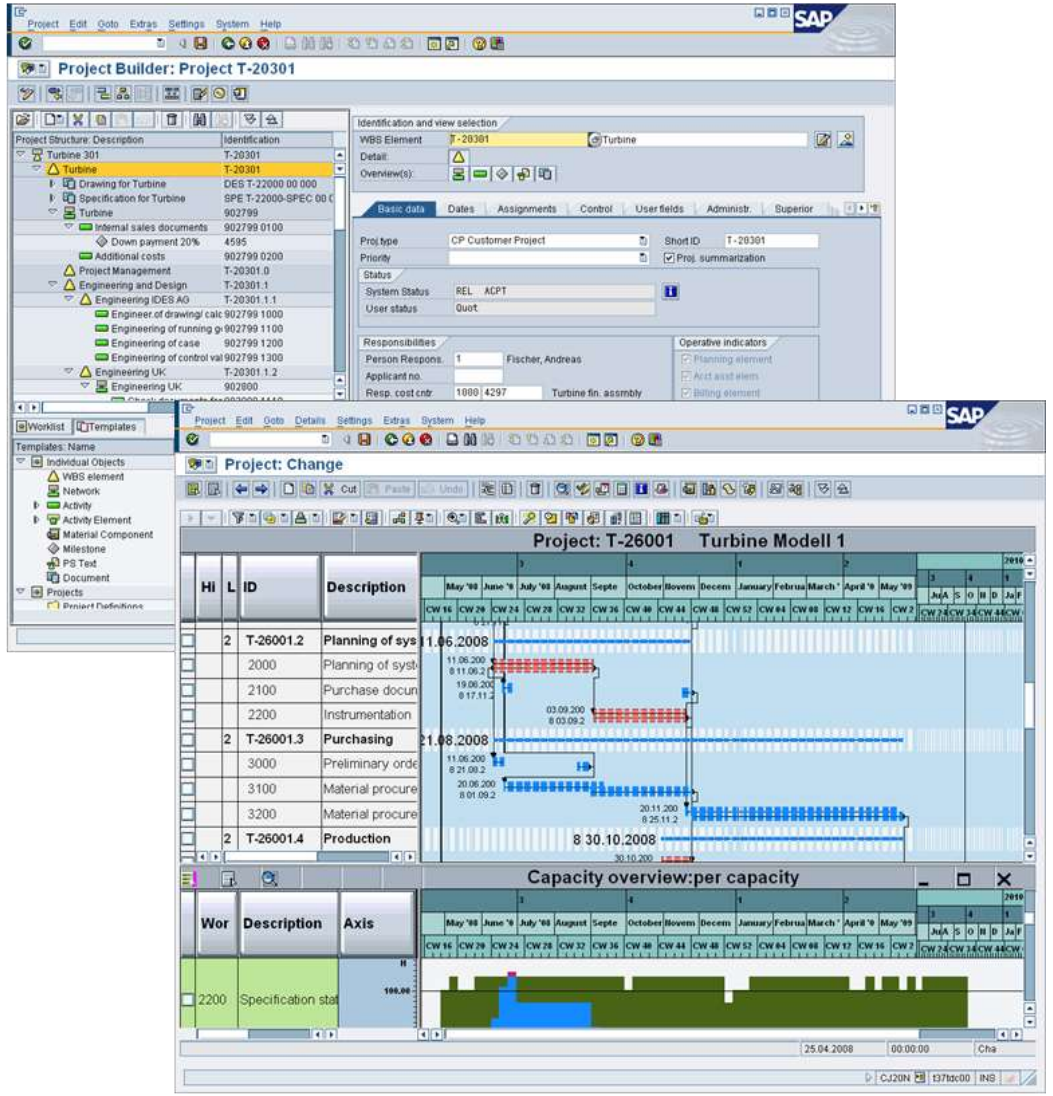
Project System is part of SAP's solution for Project and Portfolio Management. Project System helps you manage the project through its entire life cycle, from setting up a structure, to drawing up detailed plans, to execute and completing the project.

Because of its tight integration into financial and logistic core enterprise processes Project System can especially be used for large and complex projects such as construction, production, maintenance, investment, or costs projects in all industries.



Project Builder and Project Planning Board

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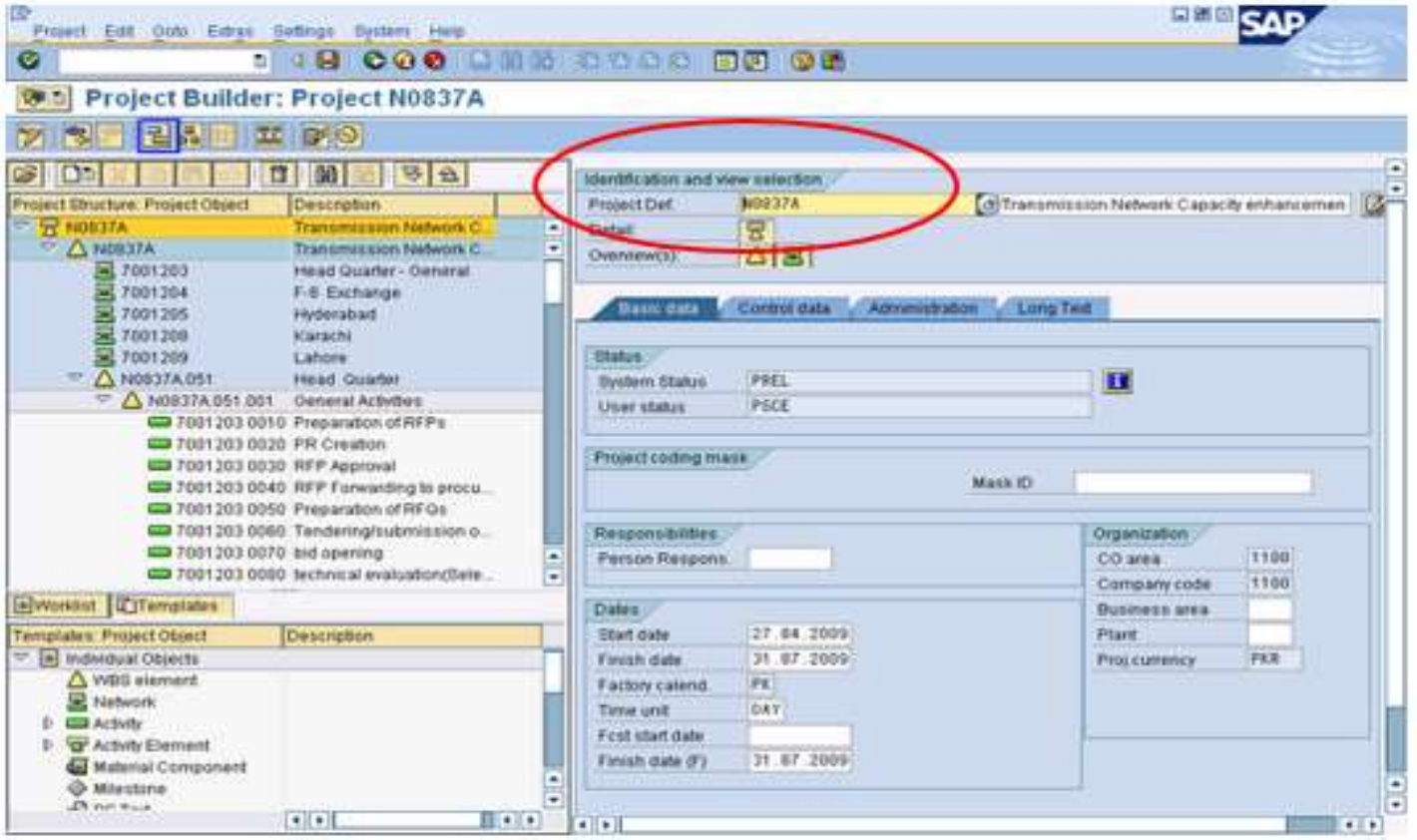
Master Data Elements of Project System

1. Project Definition

It is a unique number / project ID for specific identification of projects which includes Project Number, Project Description, Project Profile, Person Responsible Name, Plant Number, Profit Centre, Start Date / End Date etc.



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Master Data Elements of Project System

2. Work Breakdown Structure (WBS)

It is an account assignment object which constitutes the basis for planning, budgeting and execution, representing the model of the project that organizes tasks into a hierarchy. Key terms associated with an individual WBS element are:

- Level: Indicates hierarchal position of a WBS element.
- Element Number: Has project number as its root; every WBS element must have a unique number.
- Element Description: Free text line to enter short description.

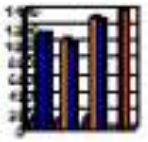
Planning

Dates, Cost, Revenues, Payments, Structure

Budgeting

Execution (Actual Data)

Dates, Cost, Revenues, Payments



Controlling Object

For example:

Order account assignment
Assignment of orders

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Master Data Elements of Project System

3. Networks

It represents the flow of a project or of a task within a Project. It consists of the following:

- Network Header
- Activities
- Activity Elements
- Relationships

Process Flow

It is a chain of activities linked via relationships and allow the projects' process flow like scheduling ,capacity planning, or procurement.

Network Scheduling

Scheduling activities are carried out forwards and backwards. This takes into account constraints , calculates their earliest / latest dates, and determines the floats. Based on this you can analyze the critical activities within the network that helps to optimize it.

Resource Planning

Material, work, capacities, documents . . . .

Execution

Costs, dates, surcharges, capacity load reduction . . . .

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Master Data Elements of Project System

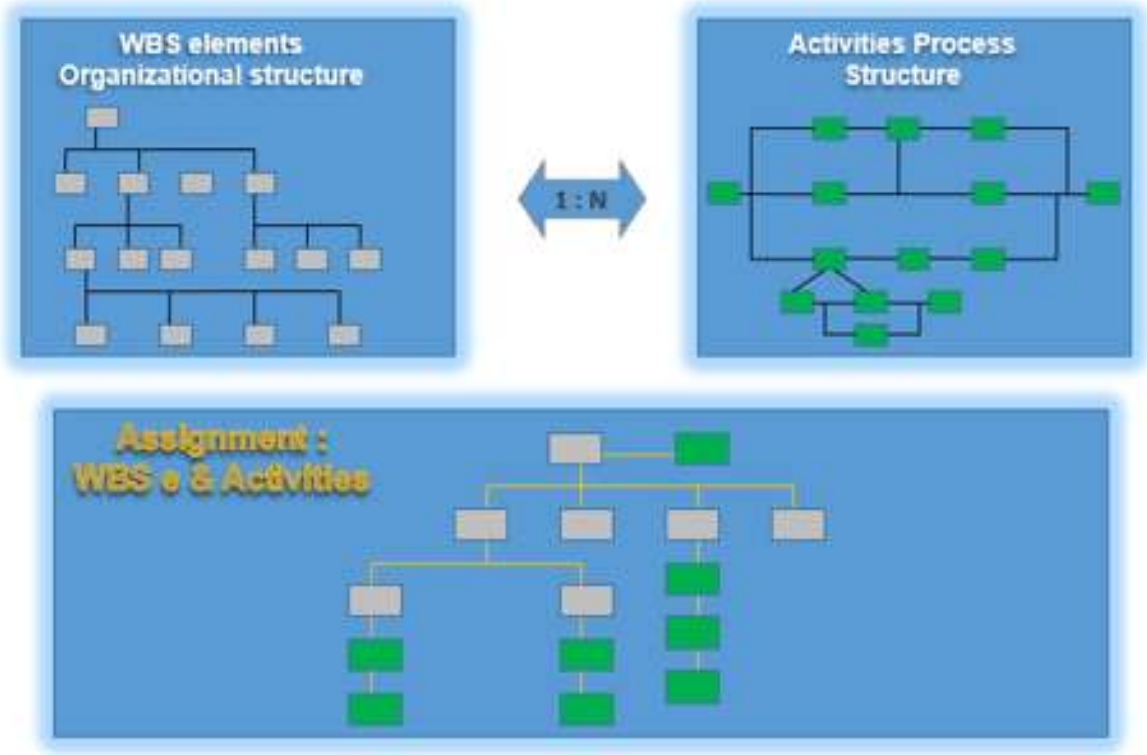
4. Network Activities

In SAP Project System, activities are defined as "components of a process". Network activities can perform the following tasks:

- Plan/Receive Costs
- Order/Reserve Materials and Services
- Book Resources
- Schedule Tasks

There are three types of main activities in PS:

- Internal - For planning Internal Sources such as Labour
- External - For planning Externally procured services or contracts
- General Cost - For planning by Cost Element



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Structural Elements of the Project

❖ MILESTONES

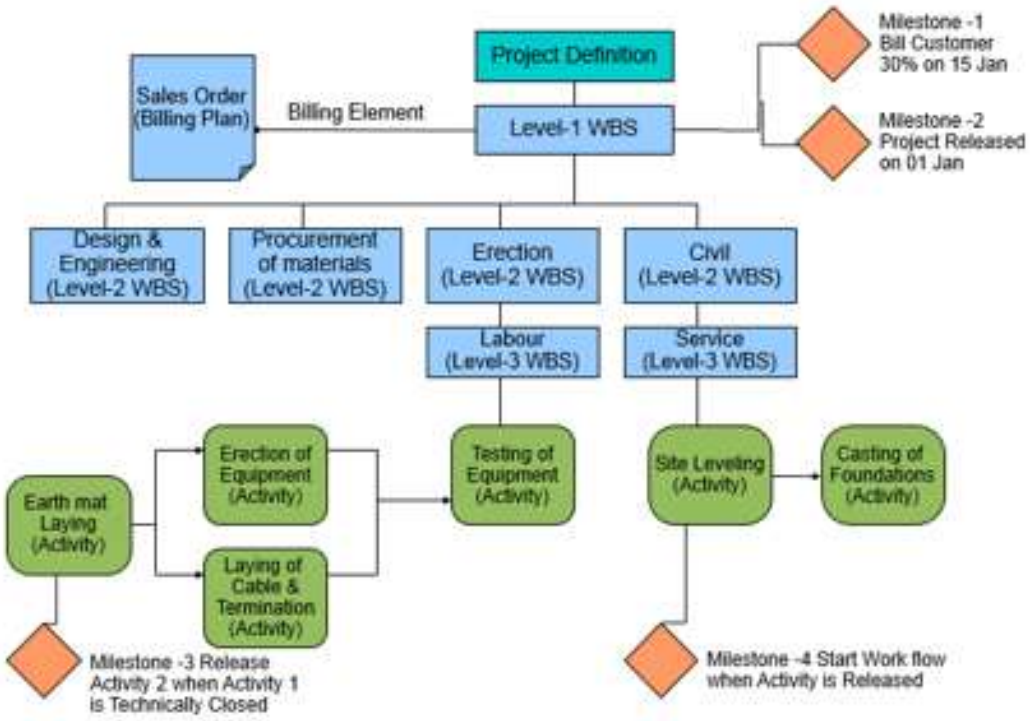
•They can be attached to a WBS or a Network.
•Automatic triggering of subsequent events, such as Releasing of a related Network Activity, customer billing (by percentage or amount)

• They can trigger a Work flow message to remind the receiver of an event.

❖ PS TEXTS

• In the Project System itself, you can enter extensive texts for the project, such as requirements definitions, work package definitions, or logs, directly into the Project System, when processing the relevant activities and WBS elements.

• You can send PS texts to persons involved in the project at any time.



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Tools in Project System

1. Project Builder:

The Project Builder is a user-friendly tool for accessing the Project System, which enables you to edit your projects quickly and efficiently. It is used for creating and maintaining most elements of a Project.

It is divided into three main sections :

- →Structure
- →Work list & templates
- →Identification & view Section

In the Project Builder

- → You can create, change or display all project structure data in one transaction.
- → The hierarchy of your current project is displayed in a separate screen area, while you are editing it.
- → All the overview and detail screens from structure planning are available.

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Tools in Project System

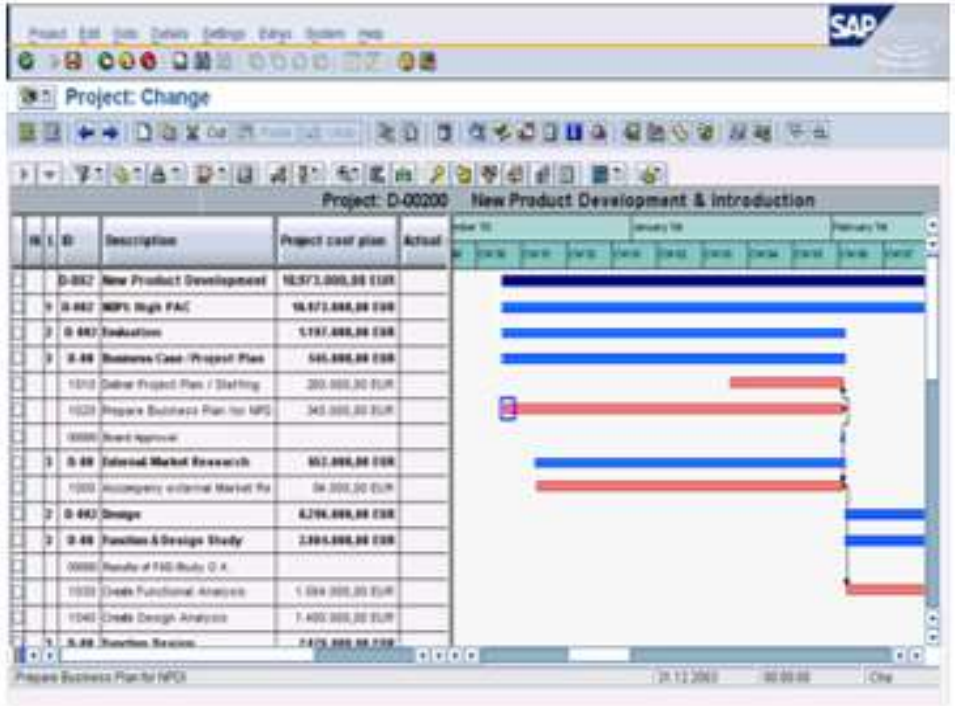
2. Project Planning Board:

The project planning board allows integrated processing of project, giving you a graphic overview of the project objects.

The Gantt chart is the basis of the project planning board. The project planning board consists of a table area and a graphic area (Gantt chart). It displays the hierarchical structure of the project and the corresponding dates.

With the project planning board

- You can access all the important data in your project, and for example
- Calculate costs
- Plan and check dates
- Plan and schedule resources
- Define and distribute work
- Simulate changes
- Relationships editing using the mouse
- Call up logs and additional overviews (capacity, costs/revenues, component, and order overviews)



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Scheduling for Projects

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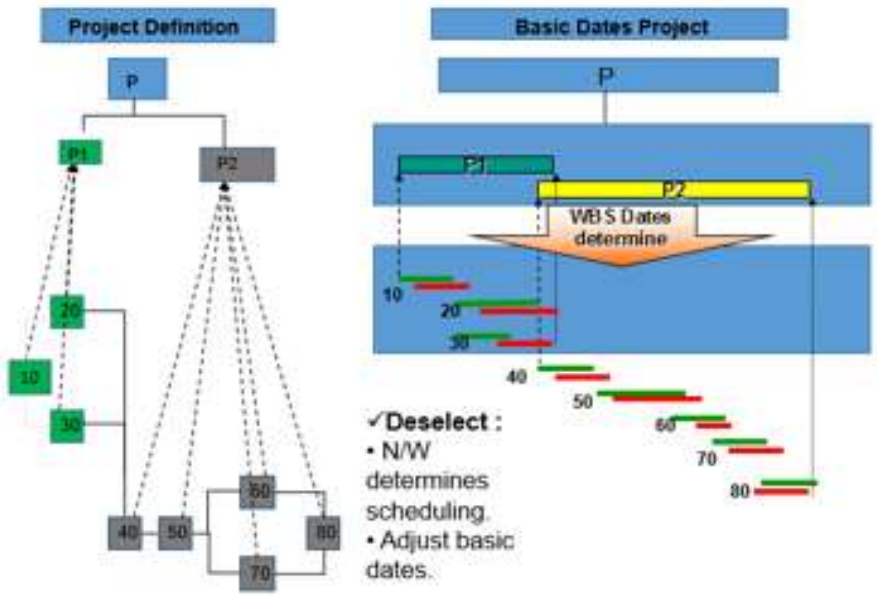
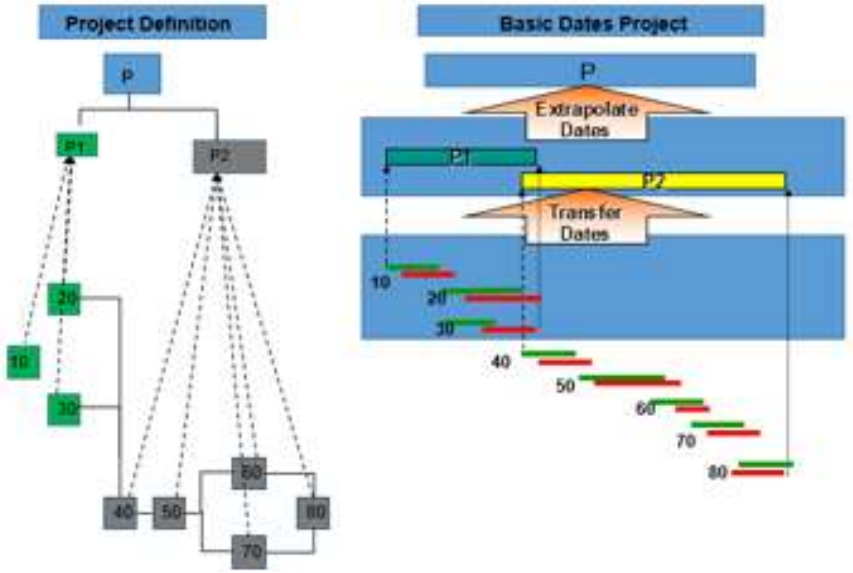


✓**Deselect :**
- N/W determines scheduling.
- Adjust basic dates.

Top Down Scenario

Bottom Up Scenario



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Scheduling for Projects

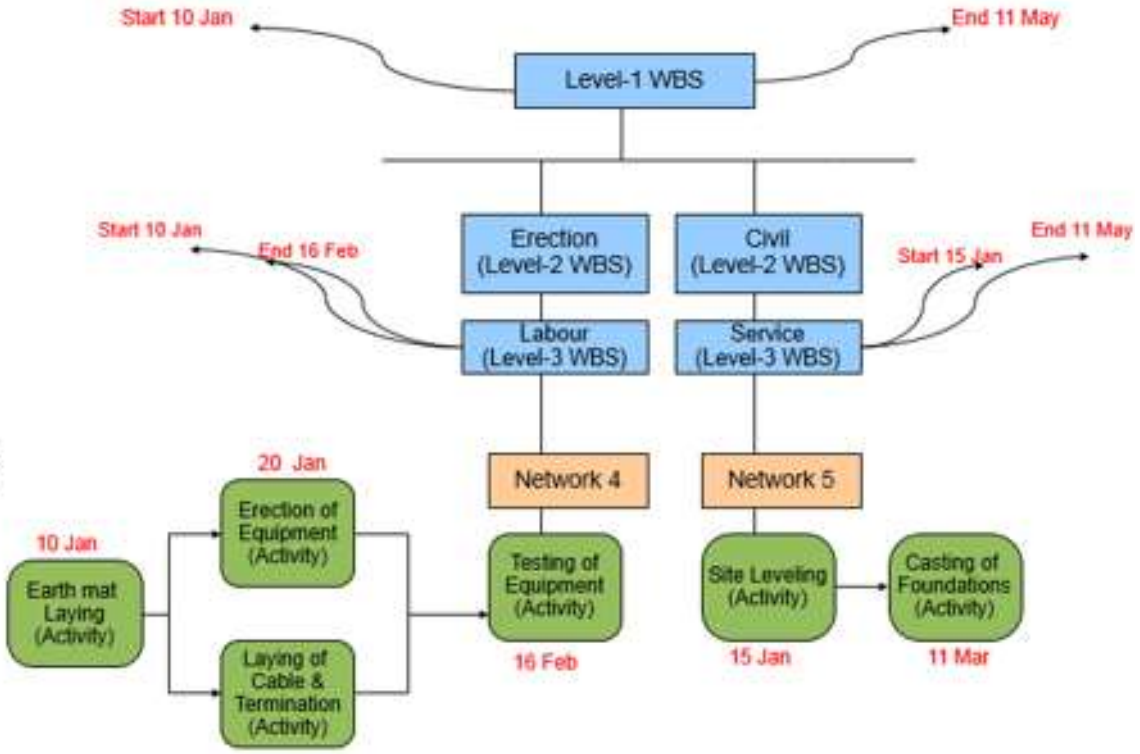
Dates in WBS: Managing basic and forecast dates.

Basic : Either entered manually or taken from the earliest / latest dates or start / finish dates in activities.
Forecast : As for basic dates.
Actual : Either entered manually or via confirmation and actual.

✓All dates carry a duration.

Scheduling in Networks:

✓Forward Scheduling
✓Backward Scheduling
✓Current Date Scheduling
✓Only Capacity Requirements
✓Special Function : Today Scheduling



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Cost Planning

The work breakdown structure is an element of the costing structure, which you use to plan and calculate costs. There are various methods available in SAP PS to plan costs for WBS elements:

- ✓ Easy Cost Planning
- ✓ Unit Costing
- ✓ Detailed Cost Planning
- ✓ Network Costing

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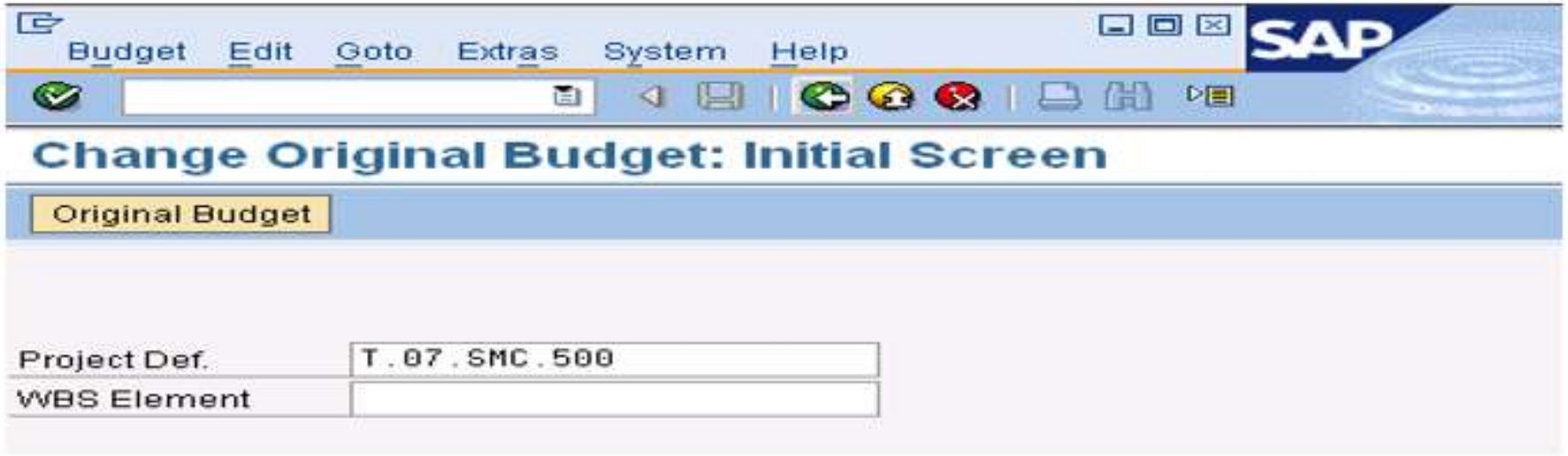
Budgeting



- Exercise cost control of the Project
- Can be referenced from planned costs
- Checks with any cost commitment to the Projected: Purchase orders)
- Warning message issued if Budget almost reached
- Budgets can be:
  - Supplemented
  - Returned
  - Transferred

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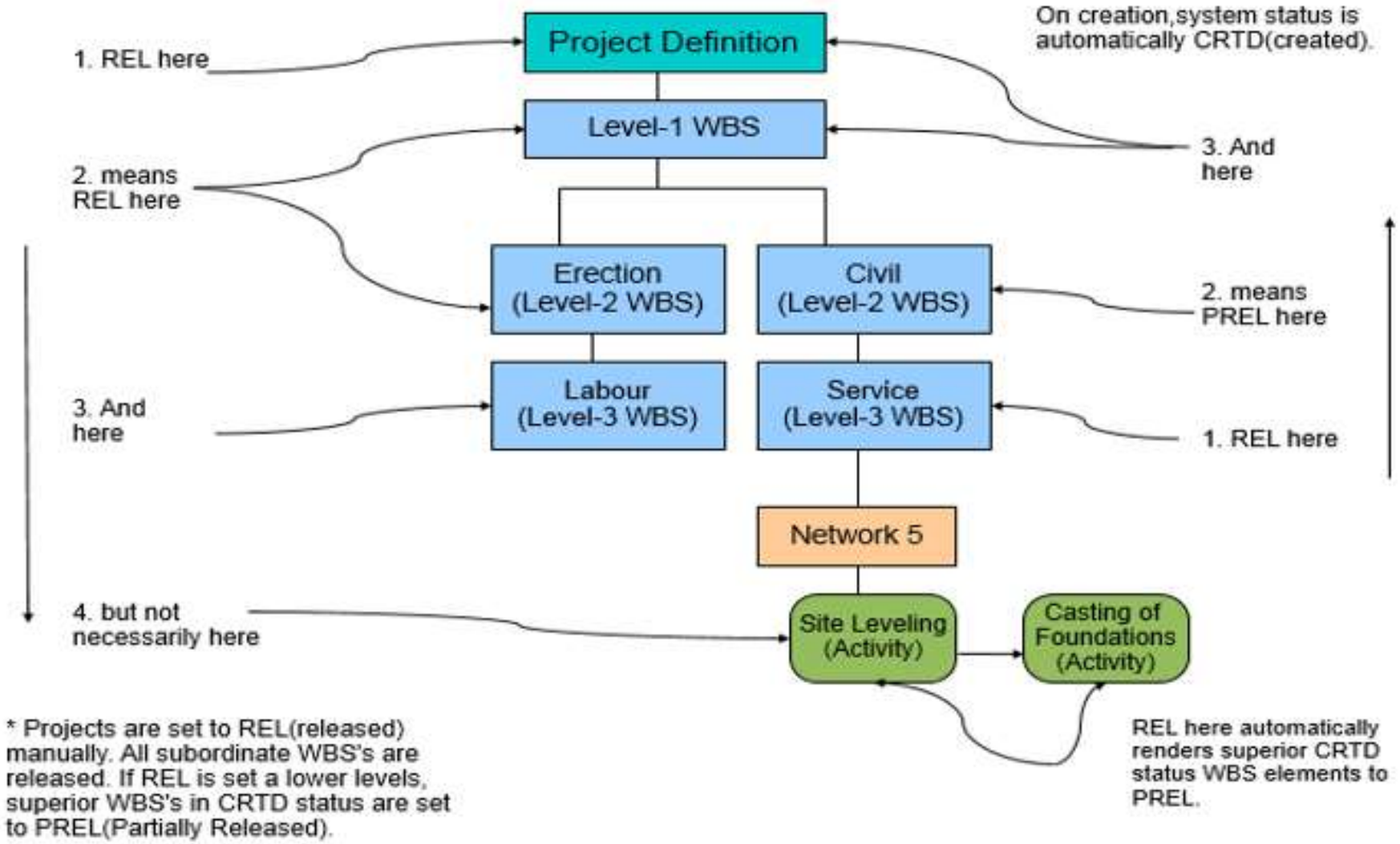
Status Management



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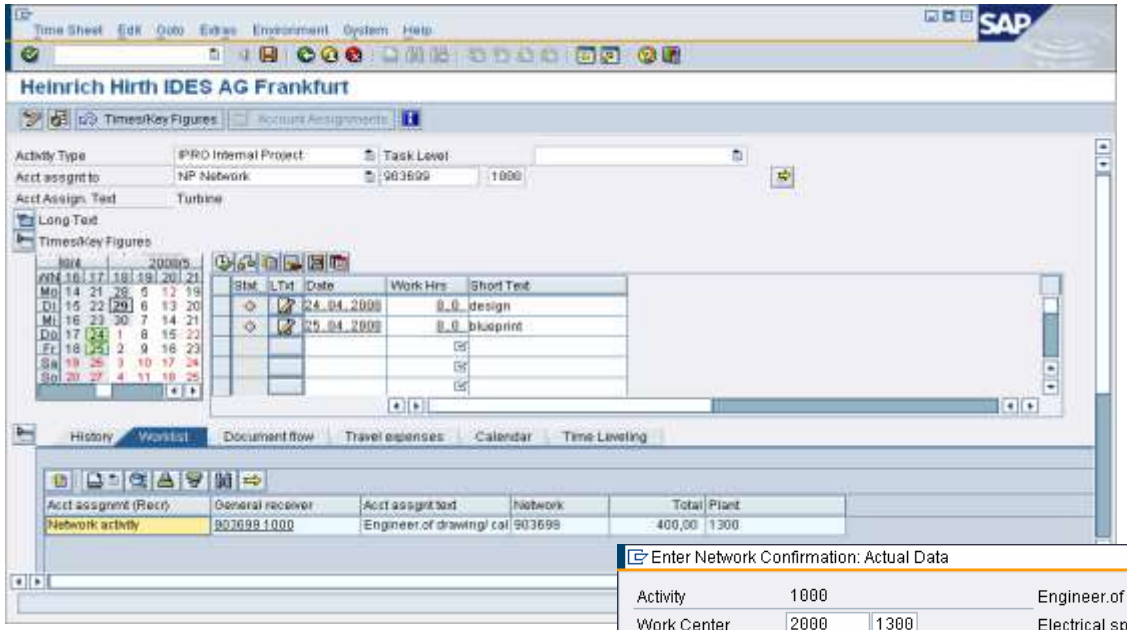
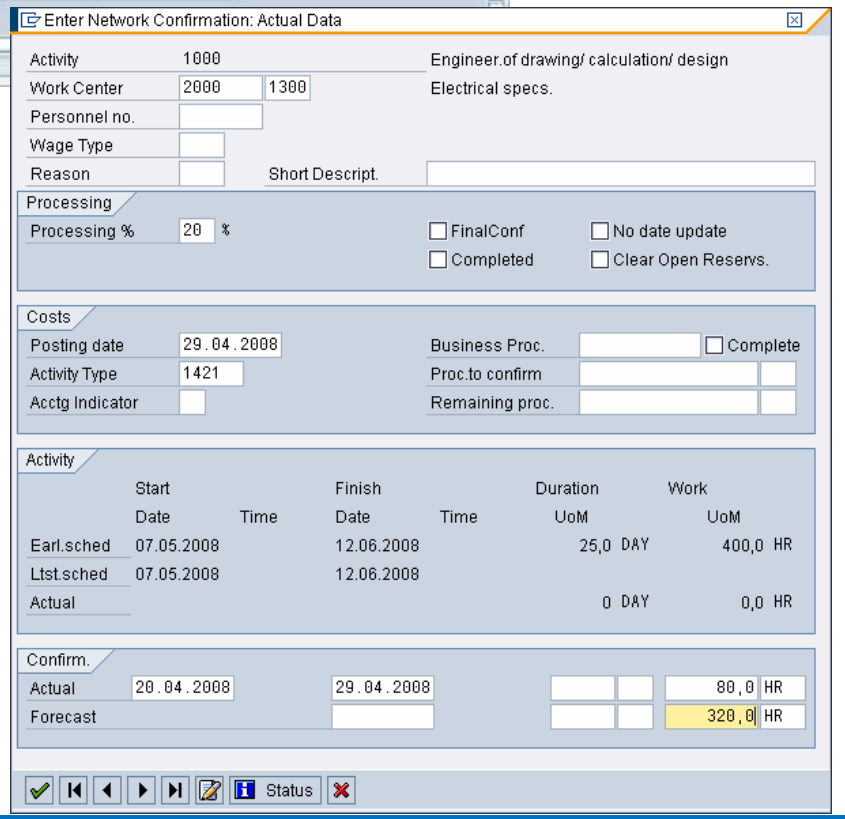
Confirmations

In the execution phase of projects confirmations can be used to document the actual work performed and the progress of individual work packages.
Using confirmations you can also enter forecast information such as the remaining work or duration.
Because of confirmations the dates and capacity requirements of your project will be adapted and actual costs are posted automatically to the project.
Project System provides various confirmation options including individual and collective confirmations, integration to the Cross Application Time Sheet (CATS) or external interfaces.





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Actual Cost to the Project

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Actuals in WBS elements : Posting Actual Costs, Revenues, and Dates to a Project.

✓Actuals are real values that hit a project , based on actual events.

✓Actual Dates are automatically updated when costs hit a Project.

✓Actuals are usually posted to the lowest level of a Project's structure (Except Revenue).

✓Status must be REL to receive Actuals or TECO to receive realized commitments.

✓Different ways in which actuals can hit a Project :

•Time-sheets (Confirmation of Activities)
- Material & Service deliveries
- Realized Milestones(If connected to a Sales Order)
- Financial journals (Cost & Revenue)
- CO Postings (Overheads)

✓ A project cannot be closed unless and until it has been fully settled or been specified as “ not for settlement”

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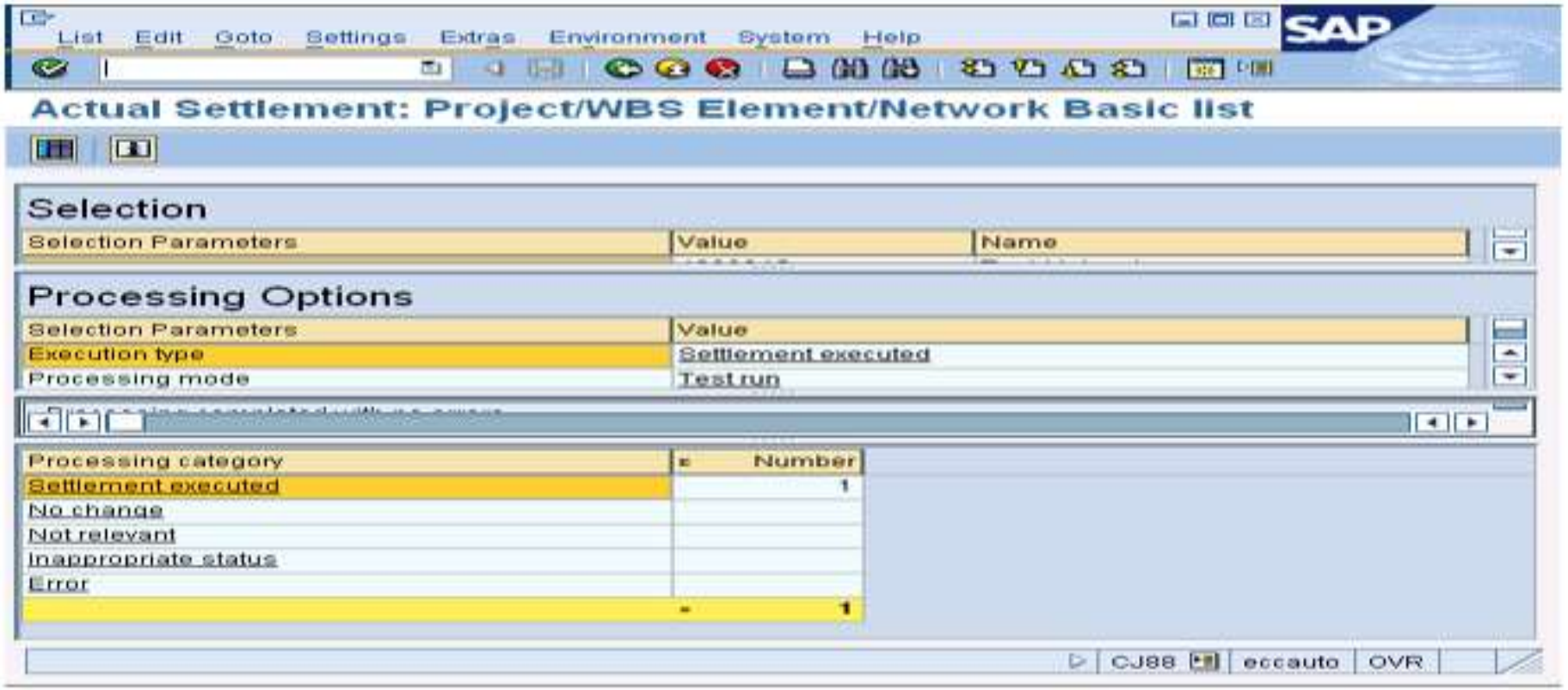
Project Settlement



WBS element collect costs from network activities or work orders, and transfers periodically to settlement receiver through the settlement rule maintained in the WBS element.

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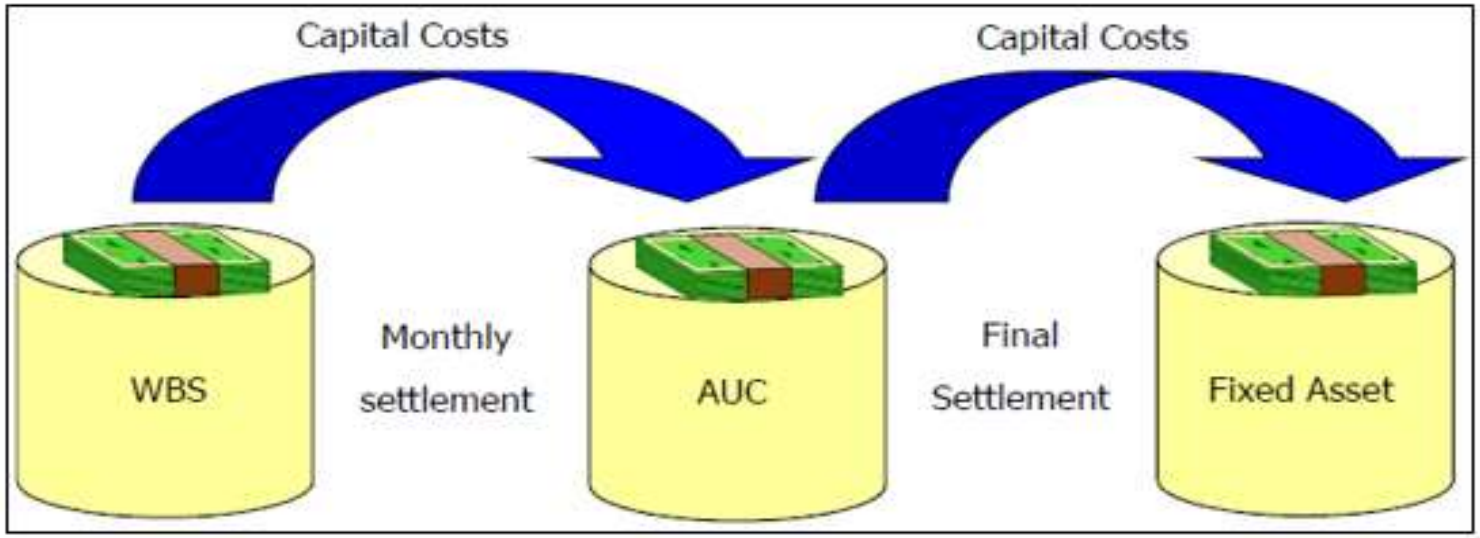
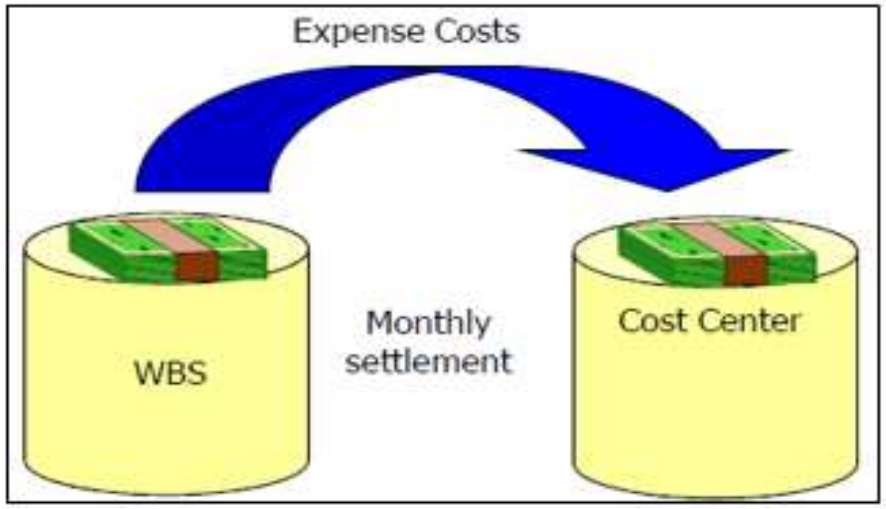
Project Settlement Processing





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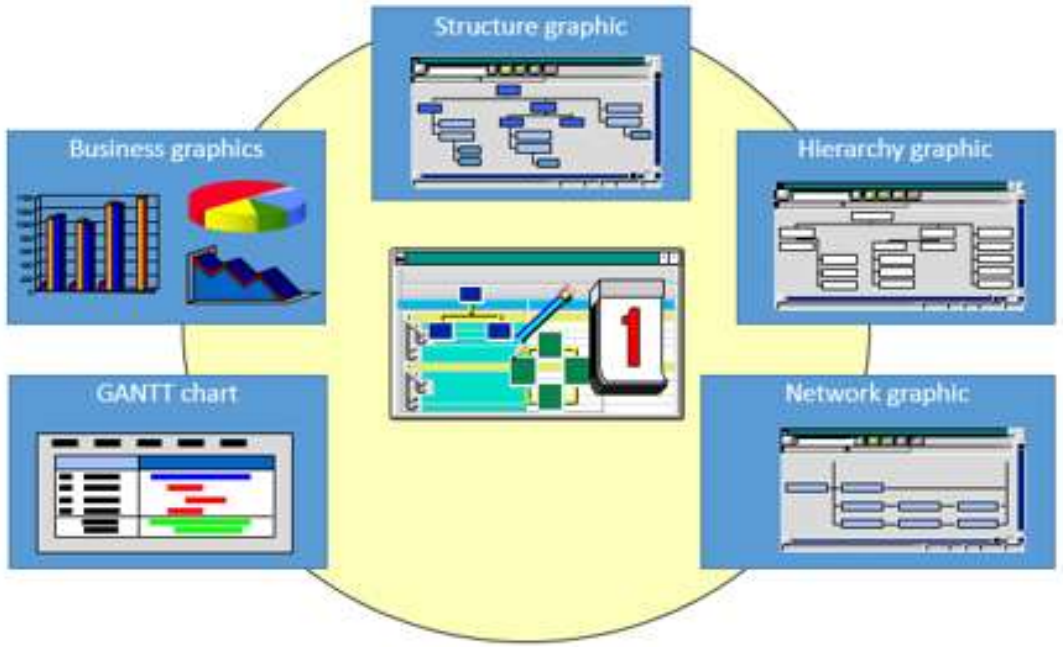
PS – Information Systems

- Flexible, comprehensive information system used to monitor and control Project data.
- Can evaluate individual projects, partial projects, or multiple projects.
- You can run recurring standard reports and create your own reports to meet your specific information needs and tasks.
- The standard also includes reports offering different degrees of detail, summarizations, and views of current data, version data, and archive data for :
  - Structures
  - Controlling
  - Progress
  - Resources
  - Material



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PS – Information Systems: Reports

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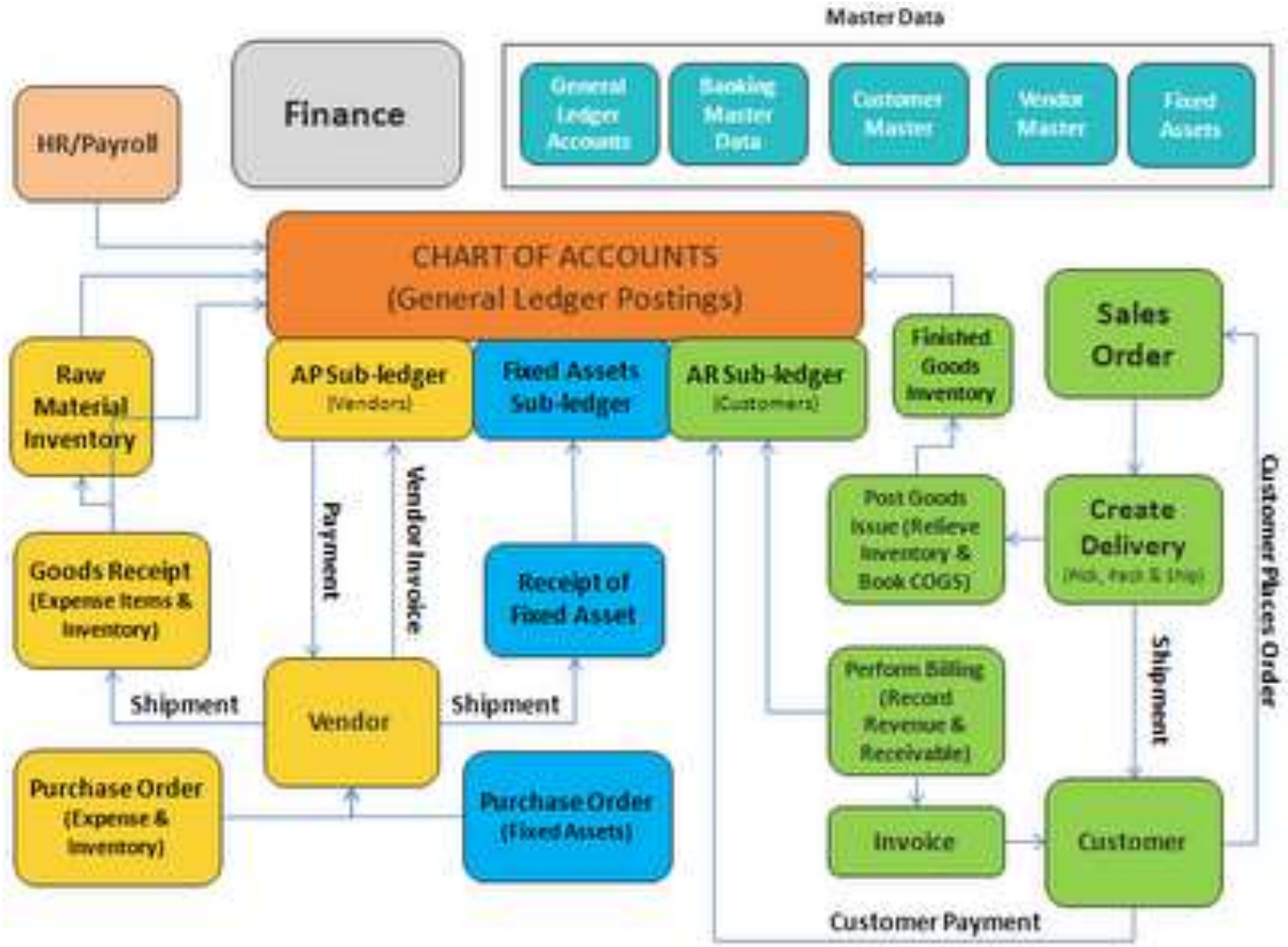
SAP FI– (Financial Accounting)

Process Flow



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FI Components

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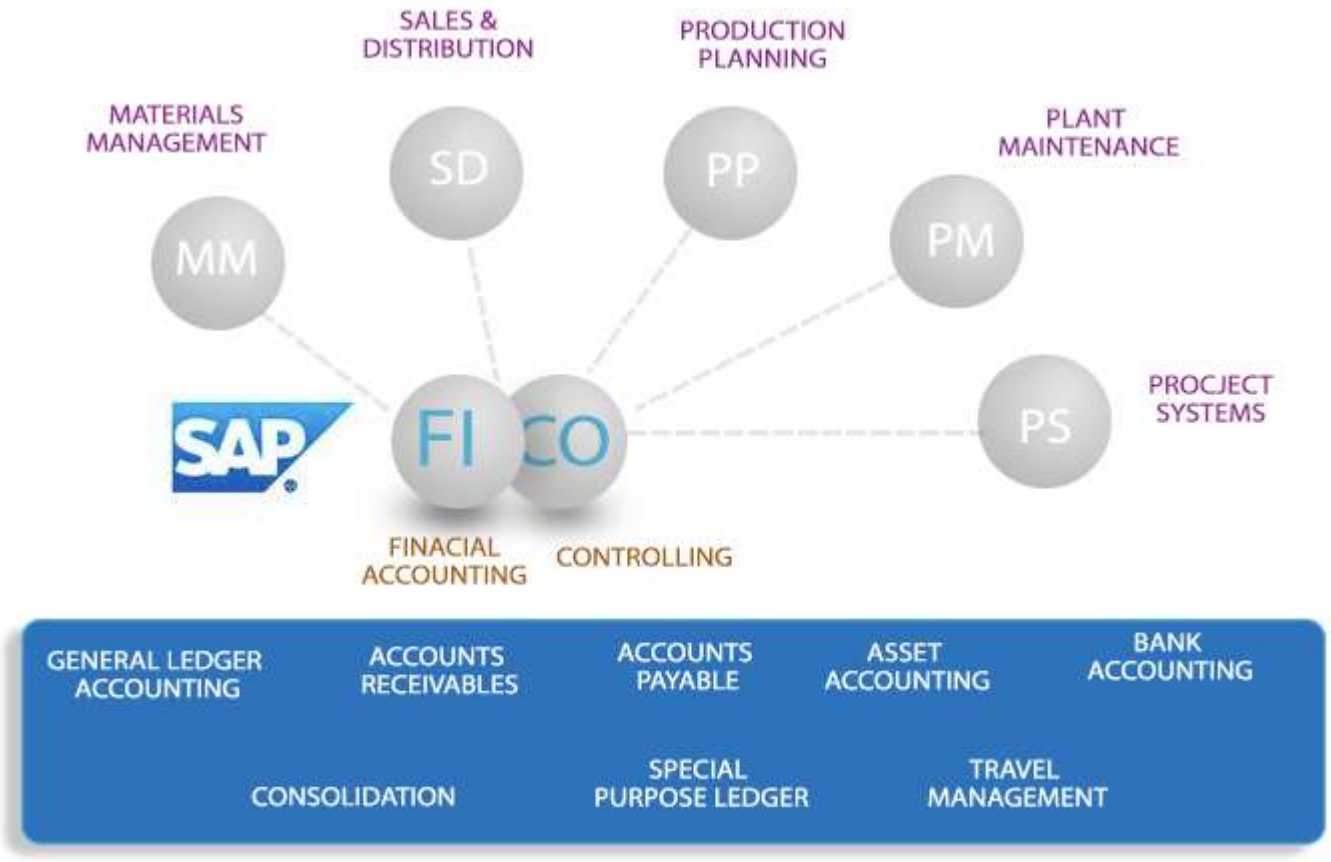
- General Ledger-(FI-GL)
- Accounts Receivable-(FI-AR)
- Accounts Payable-(FI -AP)
- Bank Accounting -(FI -BL)
- Asset Accounting -(FI - AA)
- Funds Management -(FI - FM)
- Travel Management -(FI - TV)
- Special Purpose Ledger -(FI - SL)
- Consolidation



FI CO Integration

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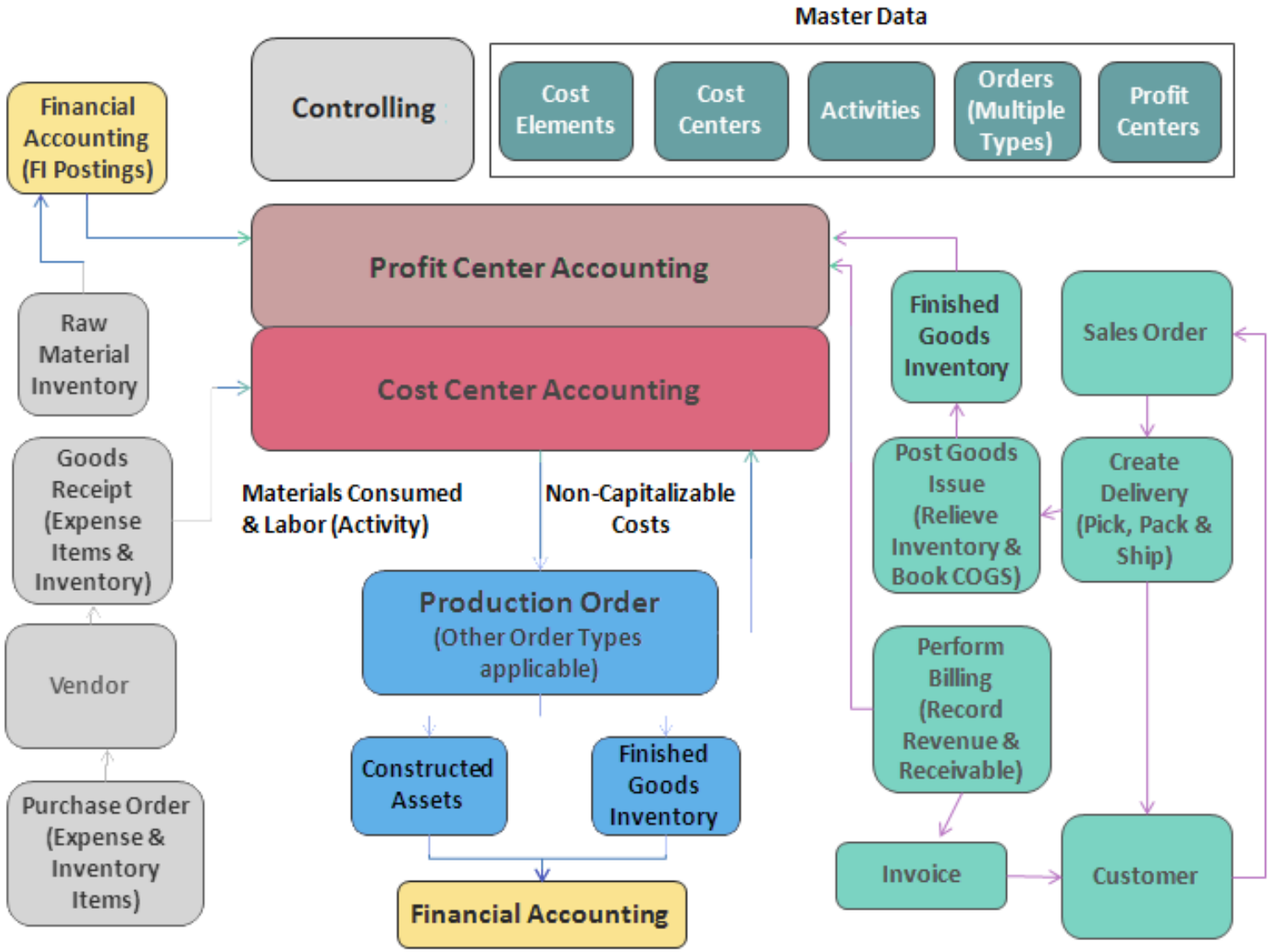
SAP CO – (Controlling)



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CO Components

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- Cost Element Accounting (CO-OM- CEA)
- Cost Center Accounting (CO-OM-CCA)
- Internal Orders(CO-OM-OPA)
- Activity-Based Costing (CO -ABC)
- Product Cost Controlling (CO-PC)
- Profitability Analysis (CO-PA)
- Profit Center Accounting (EC-PCA)

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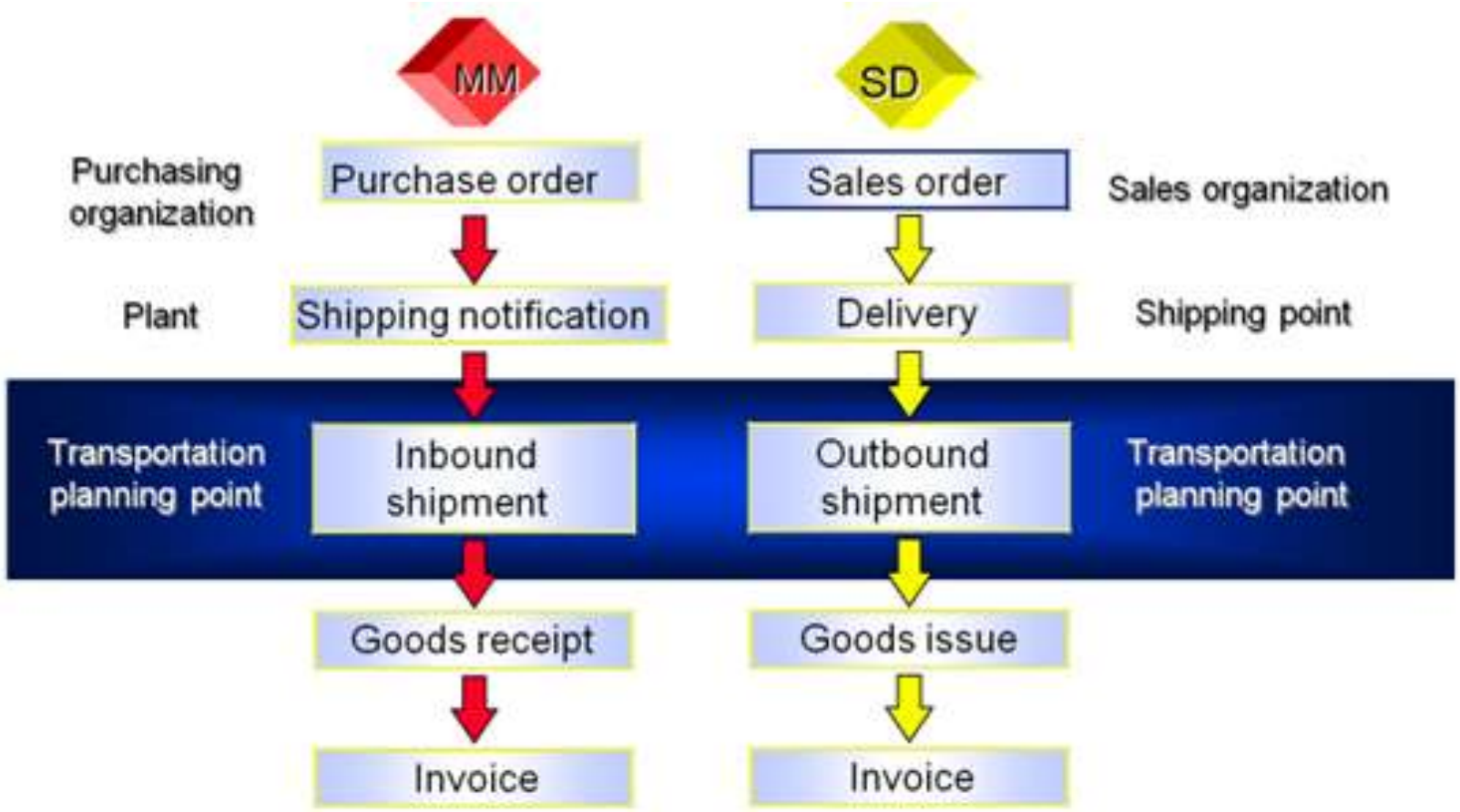
Process Flow



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MM – Integration with Other Modules

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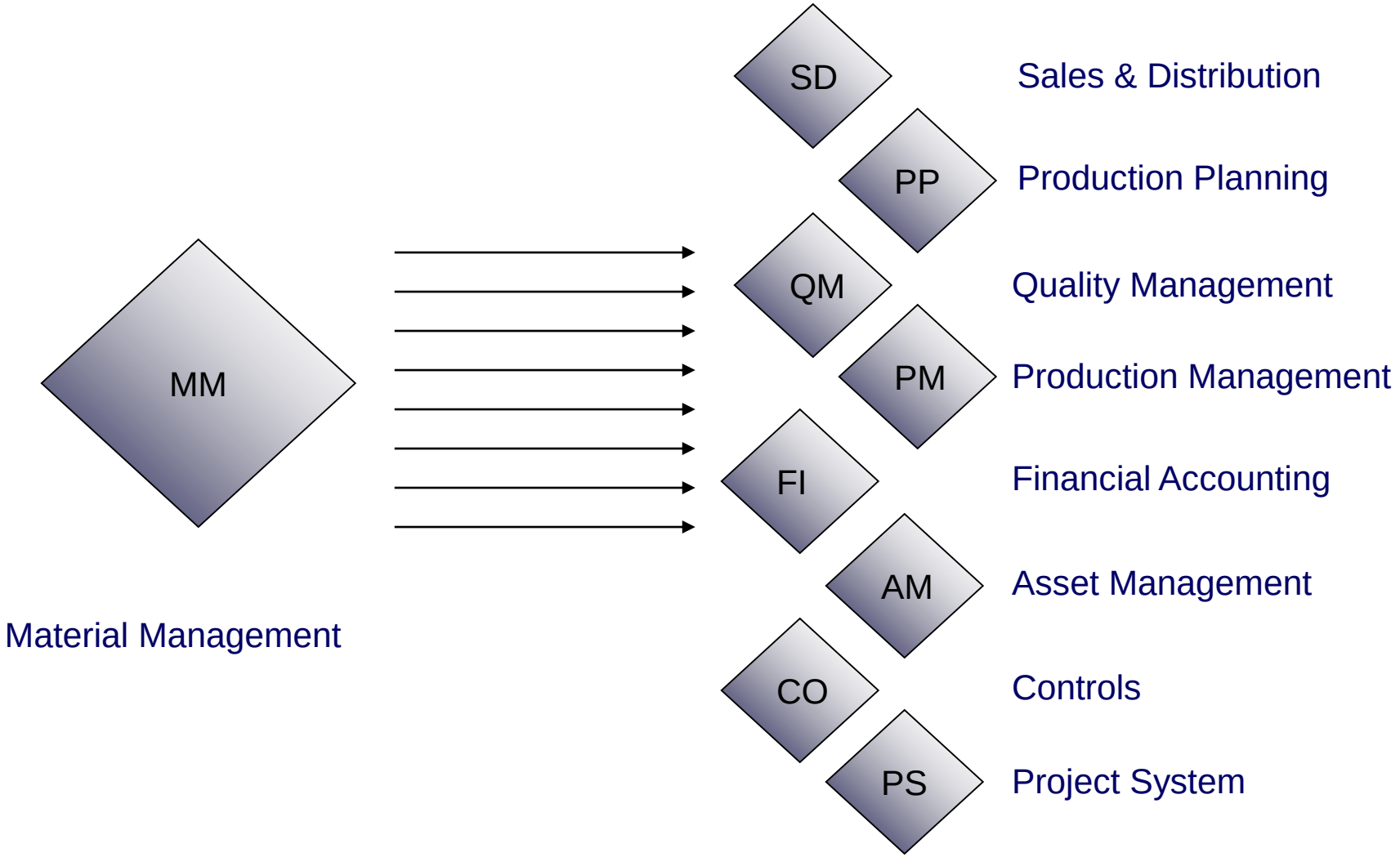

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MM Components

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- Consumption based planning (MM-CBP)
- Purchasing (MM-PUR)
- External Service Management (MM- SRV)
- Inventory Management (MM-IM)
- Logistic Invoice Verification (MM - IV)
- Vendor Evaluation Management

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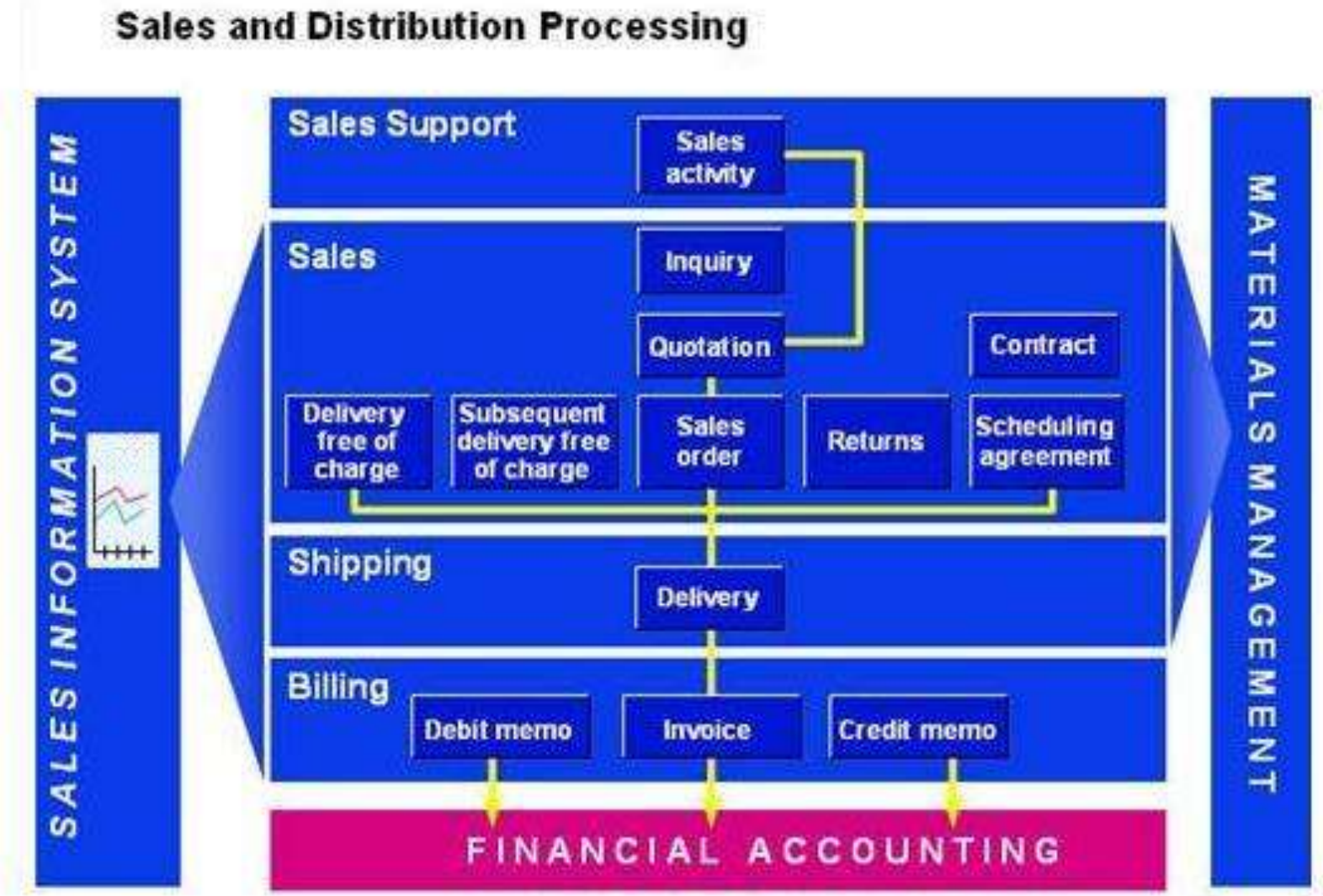
Process Flow



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SD - Components

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- SAP-SP-MD: Master Data.
- SAP-SD-BF: Basic Functions.
- SAP-SD-SLS: Sales.
- SAP-SD-SHP: Shipping.
- SAP-SD-TBA: Transportation.
- SAP-SD-FTT: Foreign Trade.
- SAP-SD-BIL: Billing.
- SAP-SD-CAS: Sales Support

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Performance and Goals

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SuccessFactors Talent Solution – Performance and Goals

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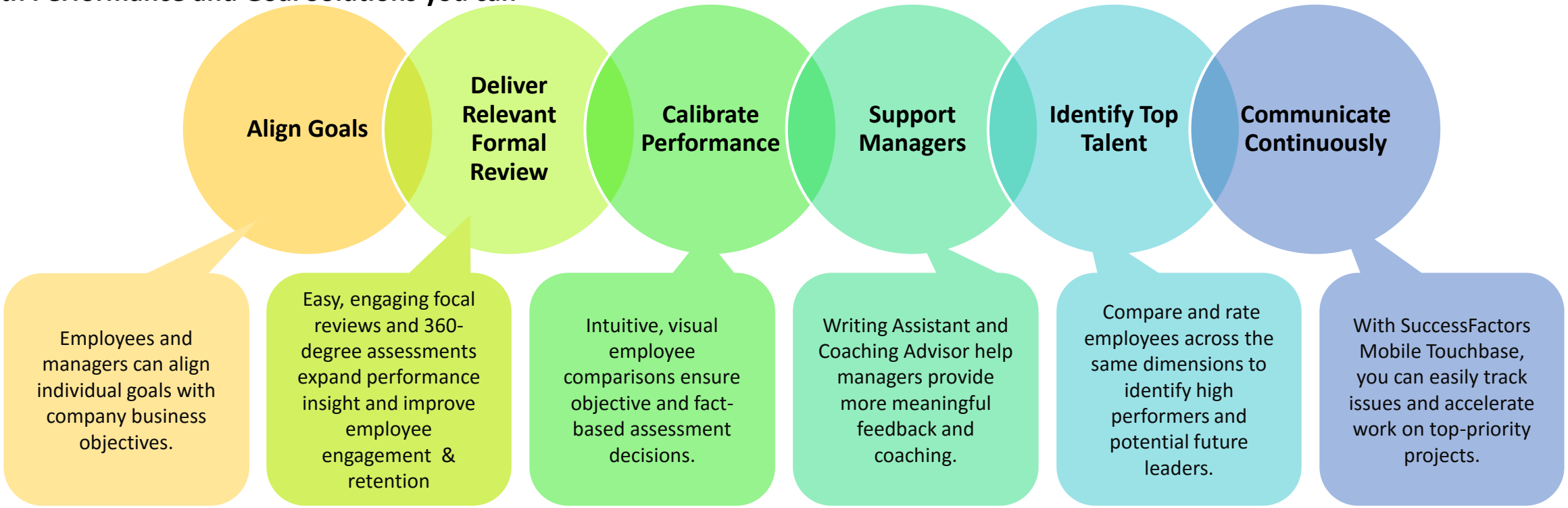
- SuccessFactors Performance & Goals equips you with the in-depth employee performance information you need to retain, reward, and develop your best people.
- Its innovative capabilities and intuitive user experience ensure aligned, clear goals and accurate, objective talent assessments.

With Performance and Goal Solutions you can -



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Goal Management

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Goal setting – Align company strategy and employee goals for better business results.

Goal management gets everyone working on the right things at the right time. Set your strategic objectives and align individual goals with the flexibility to shift and move with business changes. With goal alignment, your organization works as a cohesive team to cover more ground, faster.

Screen Shot

Cascade goals through the entire organization - Set strategic goals and roll them out to teams and individuals for better company performance.

Gain visibility into goal status - Stay on top of performance when you view goal status and results through intuitive dashboards and spotlights.

Improve accountability - Visibility reinforces performance and engagement, and it helps you to address issues proactively.

Develop goals instantly - Goal Library supports your managers with more than 500 SMART (Specific, Measurable, Attainable, Realistic, and Timely) goals.

Assess goals continuously - Make frequent updates, gauge probability of success, and provide detailed comments on goals.

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Performance Reviews

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SuccessFactors Employee Performance Reviews - Employee Evaluation: Transform employee reviews into catalysts for improving business performance

Employee performance is the competitive advantage for creating a successful business. Performance Reviews gives you powerful evaluation tools to measure individual employee performance accurately, clearly, and objectively for an engaged, focused, and highly productive workforce.

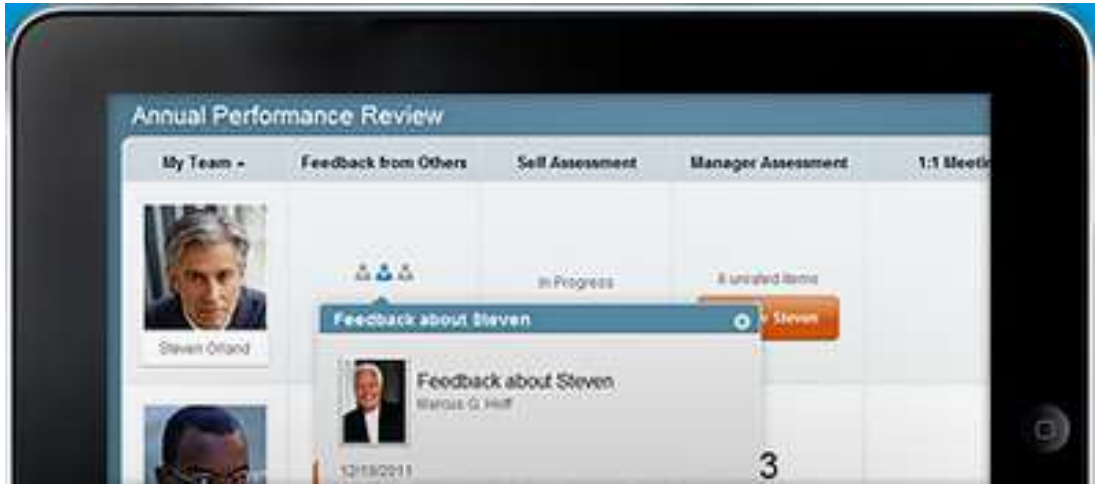
Offer an easy, intuitive user experience: A simple, elegant user interface improves engagement and adoption.

Ensure legal and regulatory compliance: Create an audit trail for reviews and use Legal Scan to ensure compliance with Sarbanes-Oxley (SOX) and other regulations.

Identify top performers immediately: Assess and compare your team across detailed criteria, and identify employee performance at a glance with Team Rater

Simplify your review process: Make reviews easy with writing assistants, configurable review routing, and email integration for reminders and deadlines

Facilitate social and continuous coaching: SuccessFactors Mobile Touchbase ensures continuous coaching that can be leveraged in more formal, focal reviews



Screen Shot

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Performance Calibration

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Calibration makes it easy to compare teams objectively, and to find, reward, and develop your true top performers. With a fair, efficient way to appraise employee performance, you'll get the best out of your people every day.

Assess performance objectively: Effectively compare and analyze performance across teams and geographic locations.

Improve performance insight: Present employee data in simple, easy-to-read charts and dashboards to aid decision making.

Simplify and streamline your process: Make the talent assessment process more efficient and less time-consuming for everyone involved.

Identify the true top performers: Objective calibration process identifies top and bottom performers across the entire business

Tie performance and rewards: Calibrate employee performance with SuccessFactors Compensation to instill a pay-for-performance culture.

Screen Shot

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360° Review

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Develop comprehensive feedback: Incorporate self-ratings, peer review, and upward assessments for feedback at all levels

Gain a holistic performance perspective: Get feedback from outside employees' hierarchies or departments and gain a broader view

Automate workflows: Stay ahead of deadlines with integrated email reminders and requests, plus automatic routing of forms among managers, employees, and peers

Identify hidden strengths and weaknesses: Pinpoint skills, competency gaps, reward drivers, and other performance trends

Use limited compensation budgets effectively: Make pay decisions with valid, objective, and anonymous feedback to gain a candid perspective

Screen Shot

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Team Rater

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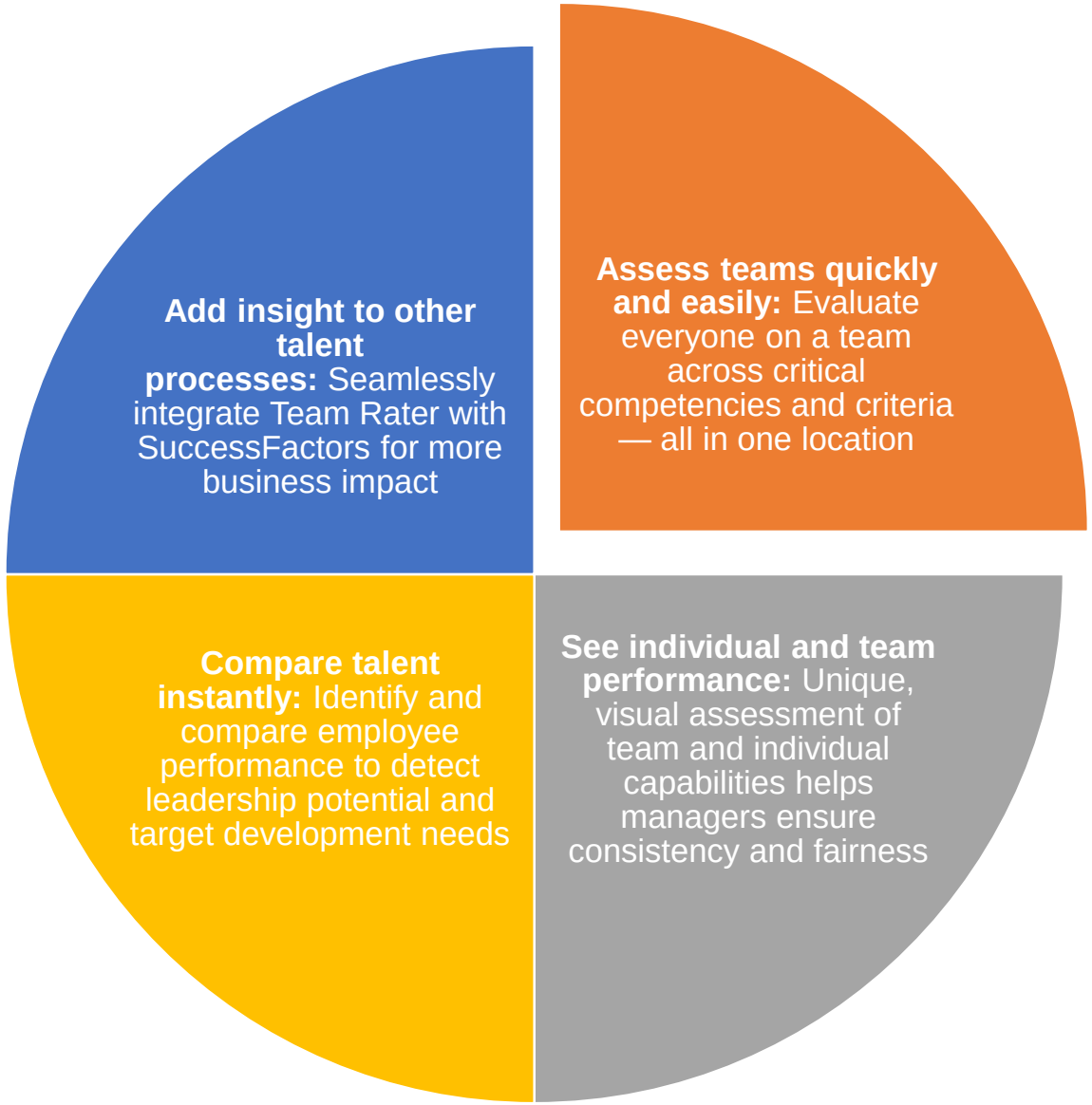

Screen Shot

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Our SAP HCM Offerings

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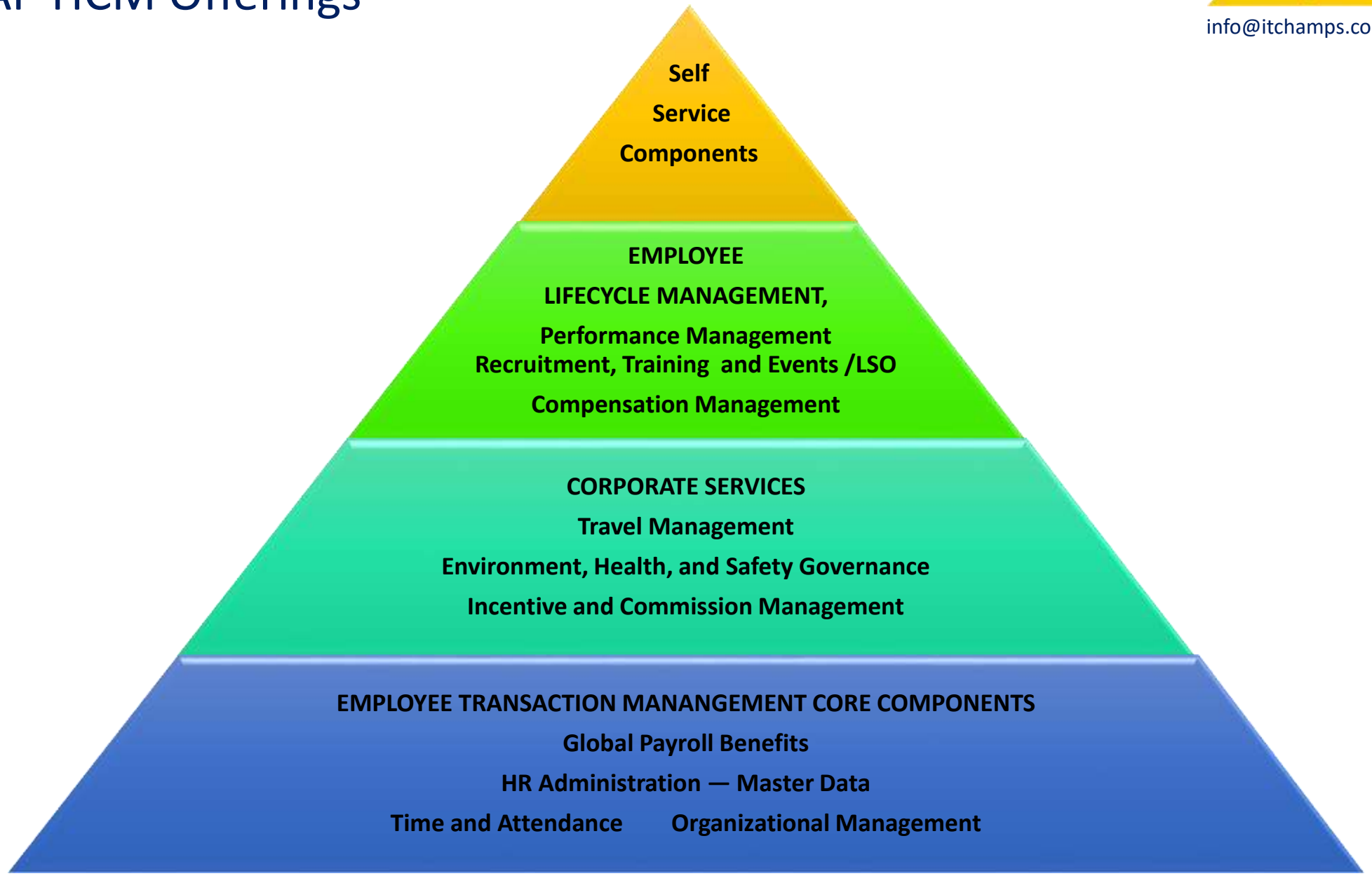

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Our HCM Expertise

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Custom ESS/MSS solution *(iEmpPower)*

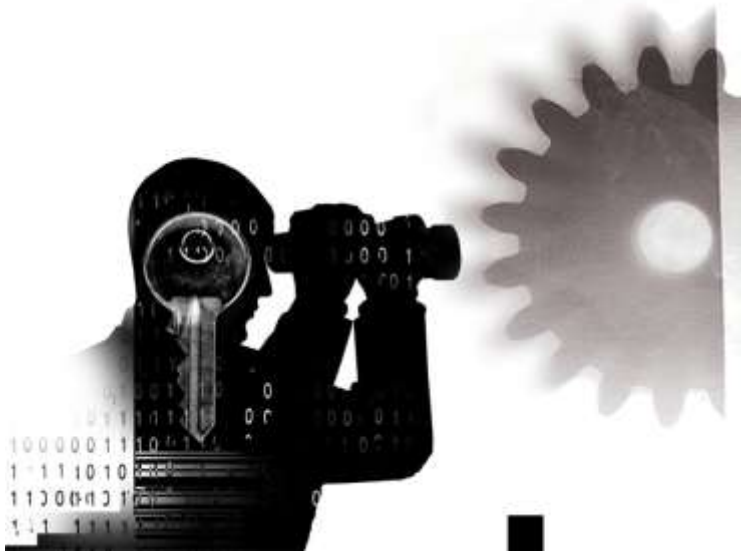
Multi-Country Payroll experience

- IN, SG, MY, AE, SA, EG, VN, PY-XX

Weekly payroll solution for India with all statutory compliances

Payslip e-mail in PDF and local languages using "*iEmpPower*"

Additional statutory reports complementing SAP standard set



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ERP Implementation and Consulting Services

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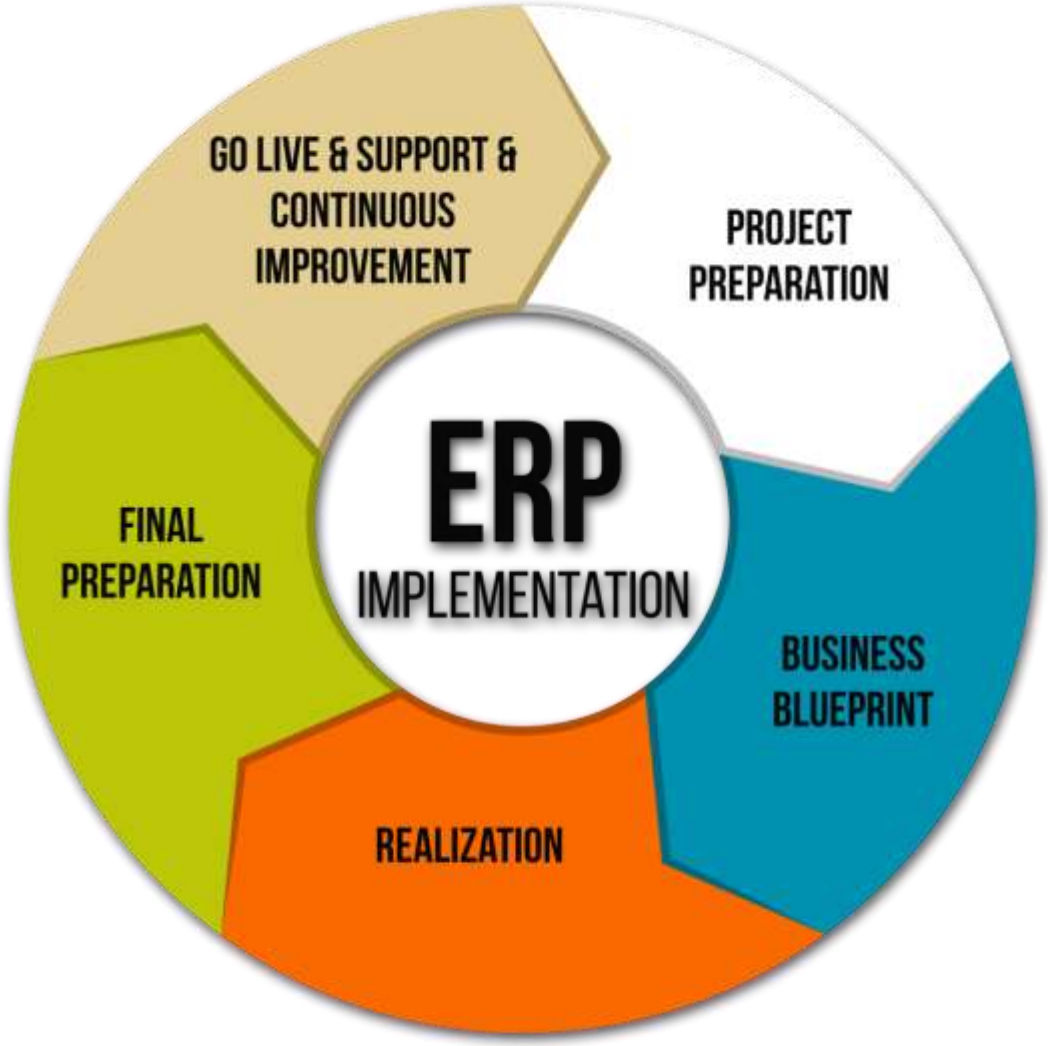

With ***ASAP Delivery Approach*** we..

… ensure the most **predictable and fastest** time to business value

… deliver the **integration** the business demands to start and grow without compromises

… **choose** from a modular ready to use portfolio of solution, deployment and pricing options

… **innovate** faster than competitors and leverage the full potential of the game changers

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ITChamps – Fast Track Solutions (IFS)

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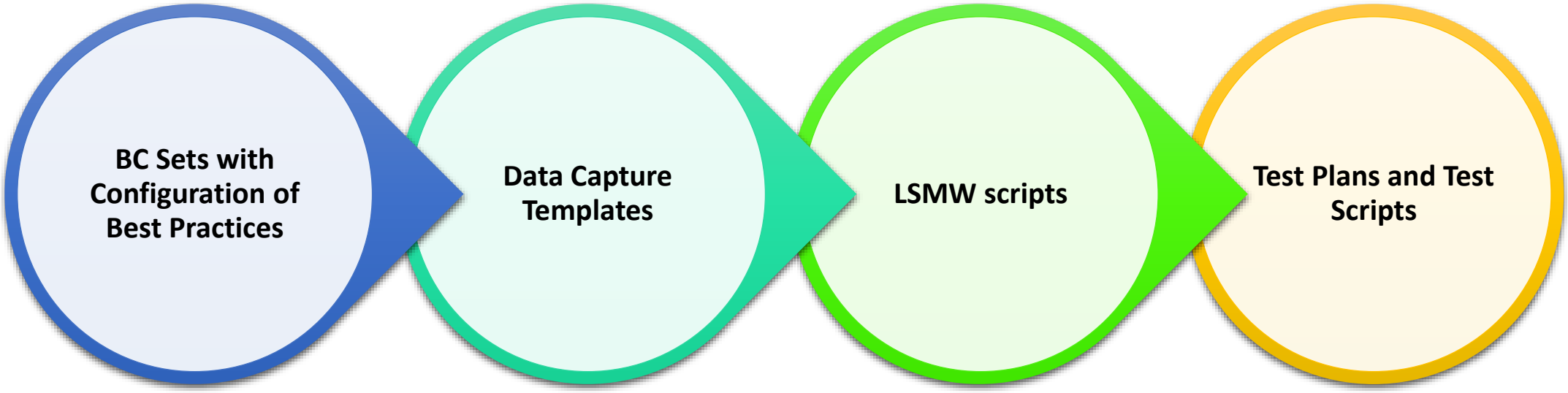

- Industry best practices followed in the business processes of each of the modules is readily available as BC Sets which can be used as starting point for Realization phase
- Module wise details will be provided in the Business Blueprint Document

- Excel templates for capture of various data from legacy are readily available for distribution to end users well ahead of time

- Readily available LSMW scripts for almost all infotypes to easily upload the captured data
- These can be reused for mass changes post go-live by customer

- These are available for most of the business processes covered under best practices

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Benefits of Fast Track Solutions (IFS)

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ITChamps Fast Track Solutions (IFS) provides ready HCM solutions across business verticals within a short time span

The solution covers processes and requirements of both Private and Public Sector Companies

Readily available Business Configuration sets will reduce implementation time and cost considerably

- To reduce the implementation time and hence costs
- To ensure better quality of deliverables as the content is reviewed and checked for quality
- Better adaption of best practices as it is built into the product
- Easy to implement as it is available in the form of BC Sets

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Support Methodology

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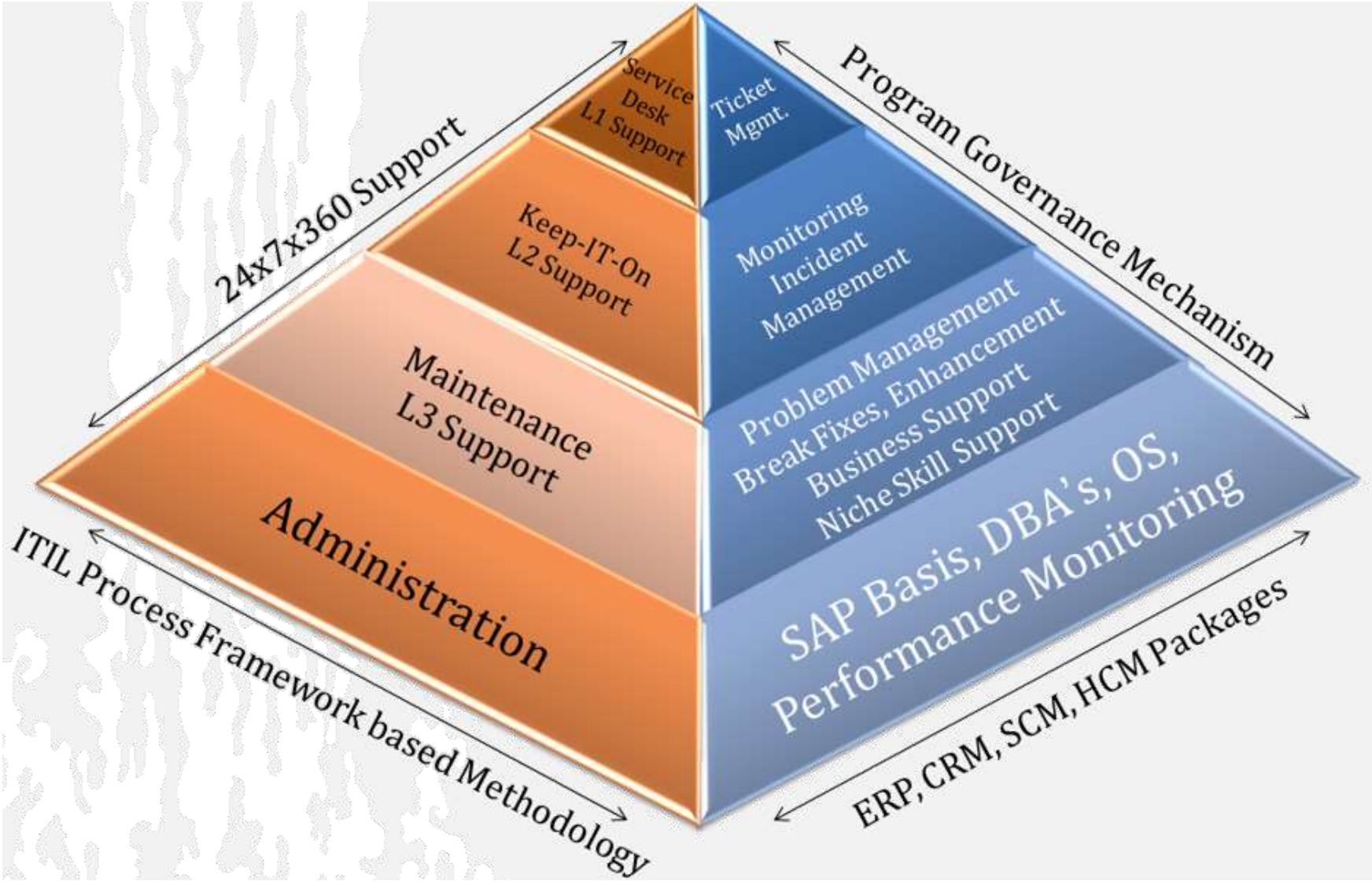

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Our SAP Customers

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Our SAP Implementation Customers

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HCM Support Customers

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Onshore and Offshore Model

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- USA, UK, KSA, Brazil, Germany
- World Class Facility
- 24x7 Operations
- 100+ Staff
- ISO Ready Process
- GDC at Bangalore

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Clients on International Payroll

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Clients on Domestic Payroll

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Accolades

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THE AMERICAN UNIVERSITY IN CAIRO
الجامعة الأمريكية بالقاهرة

The American University installed SAP ERP (Version ECC-5) in 2007. Rajesh Kutnikar and his company, IT Champs, were instrumental in assisting us to instal International Payroll module in a complex environment requiring compliance wit both US and Egyptian tax legislation.

In June 2010 the University installed extensive fixes and SAP patches to the syste ensure a fully synchronized landscape. Rajesh Kutnikar came to Cairo to provide necessary technical support to allow us to migrate the Payroll module from the ol the new landscape. We are delighted with the invaluable assistance that IT Champ provided to us during this critical migration; without it the project would not have been the success that it assuredly is, and we much look forward to continuing co-operation with IT Champs in the months and years ahead.

Name : Andrew W. Snaith
Title : Vice President for Finance

Signature :

Date : June 17, 2010

AT&S

Dear Sir,

Sub: Appreciation and sincere thanks for job well-done.

It my pleasure to put these words on records that the project "Pratham" was successfully completed and the go-live results are satisfactory.

The team from IT champs were a highly knowledgeable and motivated while working thru the project and the project results have met the desired results as stated in our blue print document.

My team has expressed very good feelings on working with your team during the project and testing phase.

Please accept my (ob behalf of AT&S team members of Pratham) sincerest gratitude for the superior job your team has done, kindly share this with all the team members who have involved in the project – "PRATHAM"

With best regards,

Marulasidda MC
Head – HR
(Project leader – Pratham)

From: Motwani, Vijay P
Sent: Thursday, November 17, 2011 8:58 AM
To: H, Mukesh Kumar
Cc: DL IN CONSULTING INT & EXT (external); Mohapatra, Priyadarshi
Subject: RE: Rane adopts SAP HCM Solution Successfully

Dear Mukesh/Nitish/Shashank/Mohan and all the team members

Congratulations. Well done.

Sincere thanks to our partner iT champs too.

Thanks and Regards
Vijay Motwani

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Thank You!

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