

BUDGET and COMMITMENTS

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The Budgets and Commitments module is designed to assist in planning human resource budgets and in monitoring expenditure against these budgets. It supports the process of estimating budgets required for a budget period by :

- Calculating estimated budgets for the coming year based on planned positions that are currently vacant as well as current position occupants.
- Incorporating salary increments for current occupants of positions.
- Includes allowances, employer superannuating and other on-costs in calculations.

The screenshot displays the 'Budget Analysis' software interface. The top section shows simulation parameters: Simulation ID 1, Start Date 01-JAN-2001, End Date 02-JAN-2006, Effective Date 02-JUL-2001, and Description 'Budget Analisis Berdasar Kompetensi'. The Payroll Year is 2001, Payroll Period is 4, PA Year is 2005, and PA Period is 2.

The middle section shows a 'Setup' tab with 'Result by Performance Level' selected. It includes a 'Paycode' table with 'MEAL' (Turjangan Makan) and 'SAL' (Salary), and a 'Default % Increase' table with 'Perf Lvl % Increase' set to 20.

The bottom section shows a table of 'Award' and 'Classification' levels (LEV8 to LEV5) and a detailed 'Earning Increase by Performance Level' table. The table includes columns for 'Perf Lvl', 'Emp Count', 'Earnings', 'Global Increase', 'Purpose Earnings', 'Delta Earnings', '% Inc', and 'Earnings'. The total earnings for 30 employees are 58,888,246.65, with a global increase of 67,721,483.65 and a total purpose earnings of 69,306,036.44.

Perf Lvl	Emp Count	Earnings	Purpose Earnings	Delta Earnings	% Inc	Purpose Earnings	Delta Earnings
A	7	13,589,595.38	15,628,034.69	2,038,439.31	30	17,666,474.00	4,076,878.61
B	3	0.00	0.00	0.00	25	0.00	0.00
C	4	4,529,865.13	5,209,344.90	679,479.77	20	5,435,838.15	905,973.03
D	7	27,179,190.76	31,256,069.38	4,076,878.61	15	31,256,069.38	4,076,878.61
E	9	13,589,595.38	15,628,034.69	2,038,439.31	10	14,948,554.92	1,358,959.54
Total	30	58,888,246.65	67,721,483.65	8,833,237.00		69,306,036.44	10,418,689.79

Salary Simulation Screen

Modeling and Analysis

Salary cases and award adjustments function with the ability to model in advance a global, semi-global, group or individual wage increases as a percentage, a fixed unit increase, or a combination of those two.

The screenshot shows a software window titled "Budget Analysis" with the following fields: FI891, Budget Analysis, PT Cyclops DEVDB, 1.1, and 12-OCT-2001. The main data table is as follows:

Total Biaya Tenaga Kerja			Global Increase :		Sal Increase by Ratin		
Ratings	EmpCount	Salary	Salary	Delta SAL	% Inc	Salary	Delta SAL
3 Average	1	10,774,193.55	12,929,032.26	2,154,838.71	20.00	18,755,525.84	7,981,332.29
4 Good	2	102,468,791.13	122,962,549.35	20,493,758.23	35.00	116,436,122.63	13,967,373.50
5 Excellent	2	86,290,322.58	103,548,387.10	17,258,064.52	45.00	104,248,320.23	17,958,000.00
Total	5	199,533,307.25	239,439,968.71	39,906,661.45	100.00	239,439,968.71	39,906,661.45

At the bottom of the window, there are controls for "Period Start" (01-JAN-2001), "Period End" (12-OCT-2001), "Effective Date" (12-OCT-2001), and buttons for "Load", "Apply Increment", "Rollback", and "Launch Report".

The Salary Modeling Screen

The system has the ability to report on “what if” questions (e.g., what effect will an anticipated pay rise in a particular cost center have on the total wage bill) for internal monitoring of salary budgets and expenditures.

Once a decision is made to grant such a wage rise on a given start-date , the system automatically update the employee’s records accordingly. The committed change will then be automatically executed by the system when the time-trigger hits the defined start-date.