

# Position Planning and Budgeting

## Client

A leading US public university in southern California.

## Business challenge

The university's MS Excel-based position budgeting system was labor intensive and error prone. There was a need to monitor budgets at the position level as close to real-time as possible.

The university was experiencing workforce growth. Position budgets were becoming quickly outdated while the budget office and university administrators needed better insight and control.

They needed position budget, forecast, payroll actuals and other expenses reports all at once. The MS Excel system took a long time producing reports which were sometimes inaccurate. It was impossible to identify salary and benefits requirements, structural deficits, and forecast impact of changes throughout the year.

## Approach

ThoughtFocus assessed all current systems and proposed to build a Position Planning and Budgeting System integrated with their Finance, Human Resource, and Payroll systems:

- Create a system on Oracle Planning and Budgeting Cloud Service platform comprising data from Finance, Human Resources, and Payroll systems
- Design and build user forms, business rules, workflow processes and reports
- Ensuring accuracy display all budget, forecast, and actual information in a user-friendly and intuitive format
- Integrate position budgeting application with the university's Business Intelligence platform to distribute end user reports university-wide

## Results

The Position Planning and Budgeting System provided end-to-end analysis and monitoring position budgets:

- Integrated position planning and budgeting solution
- Improved monitoring of funded and unfunded liabilities for permanent positions, temporary positions, vacant positions, and pooled positions
- Multi-year planning capability
- Identify baseline budget salary requirements
- Identify baseline or permanent positions structural deficits
- Forecast the budget impact of changes throughout the fiscal year

## Business benefits

- Reduced complexity and time through access to real-time data and improved position budget monitoring
- Improved efficiency, accountability, and transparency in position planning and budgeting process
- Improved decision making
- One stop shop for accurate position data

ThoughtFocus is a US based, privately held consulting, software engineering and business process management firm with offices in the US, India and the Philippines. We help clients in education, aerospace, financial and insurance services, manufacturing, payment and loyalty solutions industries with their key business and technology challenges.

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