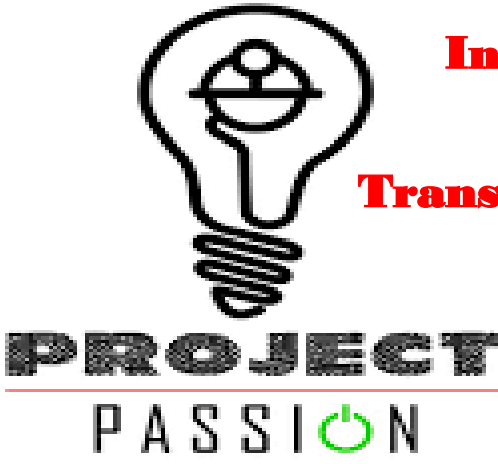


Automate

Informate

Transformate



ERP-CONNECT

(A Fortnight Update on Everything About ERP/SAP in CIL.)

Where Seven Modules like Seven Maestros are Creating the Great Organizational Symphony with CIL Business Processes both Individually and Institutionally.

SD Module (Order to Cash)

The Enterprise Marketer Making your Cash Cycle Faster, Logistic smarter while Managing your customers better .

- * Another image make over towards customer orientation got kick started by SAP in general and SD Module in particular , when SMS will be sent to customers on Sales Order and on Invoice also at PAN CIL which has already been started in ECL
- * Road Weighbridges interfaces are now fully in operation at each subsidiary for seamless data flow into ERP
- * Seamless auction data transfer started with both MSTC & mJunction , another milestone achieved by SD Module , the vanguard of transformation amongst the all

MM Module (Procure to Pay)

Your Global Inventory Manager managing your product portfolio , material procurement and their consumption.

- * Fiori the mobile application for SAP now kickstarted in MM Module . The Users can now approve all the doc like PR PO Contract Service Entry sheet on the go.
- * Tendering Process which was in the legacy system till the other day is now getting integrated with SAP as the Apex Management want to track it on Dashboard . Subsidiaries must start entering the Tendering Details in SAP in no time.
- * Work Experience Certificate the document , Vendors need to participate in any bidding process in CIL now is getting generated from SAP itself.
- * Another landmark transformation is on the anvil . Presently approval process of PR in MM Module are not only innumerable (more than 500) but keeps varying across Subsidiary , Area even Mine level , very much contrarian to basic tenets of any integrated solution like SAP and thus making the whole system too clumsy to manage at global level. A vertical rationalisation of all those asynchronous approval system is being worked upon. All subsidiaries need to come on shared and standard platform where the most common vertical ones followed by all will be kept merging others while any specific gap if still there will be tackled horizontally.

FICO Module (Record to Report)

Your Smartest Accountant to assign the cost, align it with every business process and benchmark them against the best.

- * Now Financial Statements i.e. Profit & Loss and Balance Sheet will be prepared directly through SAP by configuring Financial Statement Version in SAP.
- * Profit Centre wise restrictions have been imposed to view Financial Statements as per the Authorization Matrix shared by Central Accounts Department of CIL & Subsidiaries.
- * Automatic Bank Reconciliation for payment transaction on the basis of Reversed file now being received from Bank Started for State Bank of India in ECL.
- * All Costing allocation Cycles have been Created and Subsidiaries are running Costing Allocation Cycle and they (subsidiaries) are in process of reconciliation of cost allocated data.
- * Accounting of Employee related loan posted through SAP Payroll process has been rectified w.e.f. 01.10.2022

PM Module (Draft to Deliver)

Your Smart -Equipment-Caregiver Preventing breakdown Perpetuating life and Propelling its performance

- * Survey-Off / Grounding process configured in ERP, available for use.
- * Capturing of Data and Reporting related to Solar Power Generation and Power Consumption is available. Based on upload of proper master data and monthly inputs proper reports can be generated.
- * X-format configuration is complete, all transactions should be executed through standard ERP processes of Notification & Maintenance Orders. This is necessary for proper high level analysis.
- * Work Permit configuration linked with Maintenance Order is developed, it is being tested by users.
- * Breakdown Codes in Maintenance now getting further refined and recalibrated at four catalogue profiles before getting configured SAP. Once completed this will bring deeper insight in every type of analysis connected with maintenance.

HCM Module (Hire to Retire):

Your Virtual Performance Manager Putting your employee first , profiling their competencies and promoting their value.

- * Recruitment for Executive is being started through SAP.
- * Development of Transfer Module is Completed. SOP is being prepared.
- * Training Module SOP is prepared and training for HRD official will be conducted in October.
- * Monthly Manpower Report is developed.
- * DPC and Seniority Report for Executive & Non Executive is completed. SOP is being prepared.
- * Puja Bonus Payment Report Completed and Payment Made through ERP
- * Reservation Roster Maintenance tcode is completed. SOP is also completed.
- * Data Accuracy to be maintained by End User , Subsidiaries need to ensure being more vigilant on data correctness as well as data currency.
- * ESS/MSS which has been created with lots of exclusive yet exhaustive information on an self activating framework are yet to be used by each and every executive. Subsidiaries need to campaign on its effectiveness at every stage of employment of an executive with NOC, Tax Return etc of Personnel Details updation etc



Time ,Talent and Toil our Home Grown Experts invest each of them to get the best of training(PP FUNCTIONAL TEAM in its PHASE3 EPISODE of ABAP in

PS Module (Cradle to Close)

Your Smart Project Planner organizing , budgeting and scheduling your elements of every project.

Project Structure Creation Completed.

WBS wise cost and expenditure have been uploaded for all the projects as the part of costing and budgeting

Expenditure , PR and PO through WBS for every project is now live in SAP

Project Status , progress, parameters , EC/FC , Land all reports as well as Pre Project (project Under Approval) Reports are all live now in SAP and available for use by the subsidiaries.

All SOP, and standard Templates for WBS and Activities and other User Manuals are available in System for use.

Recently we started working on Bilingual Alerts (SMS & Email)



Our Different Teams of Experts : Home Grown Assets in Functional as well as Technical are in the making



The SAP Training

Harnessing New Competencies ,Hitting the Change Nodes ,Triggering the Knowledge Fission

- * The Technical (ABAP) training for Functional (PP & MM) has been completed while started for other five Modules (HCM, SD, PM, FICO, PS) with very high note of excitement , enthusiasm and engagement . The External Trainers although missed some of the initial days due to some mismanagement from Resource Provider(Here Tech M), yet caught up with our nominees' thirst for the knowledge of such new subject with high élan. BCCL conducted for PP and SECL for MM and now ECL is conducting SD, WCL is hosting PS, CCL is hosting HCM , CMPDI Ranchi and PM is being run in MCL, Bhubansewar Center.We are thankful to all these host organizations for their support and continuous monitoring for such well organized programmes.
- * Recently we completed the Phase2 programme for Batch 1 & Batch2 of ABAP for Technical Developers. The host Organisation CCL with some initial hiccup now organizing every episode of the four batches in its phase 2 ABAP training with full attention to networking/ connectivity, and other convenience etc. The next BO-BI & FIORI training for the same batches now are being conducted in SECL after which it will be in WCL-WCL-CMPDI. We expect the same dedication and commitment from the other subsidiary whenever their turn will come to organize these high octane programme of internal capacity building. . We will certainly request all these subsidiaries to gear up for the same as any missing or mismanagement of single session simply cannot be afforded in this rage when the subsidiary , Nominees and the Faculties all are equally excited if not euphoric for this PAN CIL exercise .
- * Another Training is on the anvil for 540 Sr Management level executives HODs, Area GMs for specific content of MIS, KPIs (Individual and Institutional), Dashboard and the Organsiation/Support system for sustainable SAP. Very soon we will share the schedule and venue list as all these programmes will be mostly in person and interactive in nature.

Data Management

Feeding the Information where the Decision Lies

- * Dashboards are Mirror of the company to understand its PMS. All subsidiaries must visit it regularly.
- * Although every effort has been taken to incorporate every tile of parameters which matters and its different manifestation with graphics , Subsidiaries may also please forward inputs for further improvements. Improvement must be communicated through their Module SMEs.
- * CIL got a very rich IE Assets at different ranks across all subsidiaries trained specifically on data analysis as a part of their background education (and that also from the premier institutes of the nation). Subsidiaries may start to engage these elite force of Industrial Engineers to craft an well organised strategy for assessing , analysing the forthcoming zillions of data generated from SAP as the precursors of every decision for tomorrows' CIL . A smart data culture need to be hardcoded at every nook and cranny of the organisation and let

with its certain measure and so management in our present work profile, the later (KPI) will create an objective benefit framework to track and trace the change in the process efficiency and efficacy of the new system and its transformational elements. The whole plan is to organise PAN CIL Workshop cum Exposure for all HODs, Area GMs and other Heads of 8 Subsidiaries , NEC and CIL in Person cum Online (Hybrid Version) at every subsidiary Hq for four days .

Organization Change Management

Changing the people, Changing the process , Catalyzing the Performance

- * OCM which actually makes the first inroads in any organisation or place of implementation is yet get started in Break Down Notification Generation work flow where PP User will create and communicate the first information report while a machine in BD and the PM will ready and revert back once the Machine is to be redeployed enroute MasterData. The whole process is quite departure from the extant practice and so possibly evokes some reluctance if not resistance from both side (PM and PP) understanding the roles are now redefined . Plant level , Area Level and Subsidiary Level Sr Mgmt need to steer the whole process which will give the Realtime data , Right Data in its integrated manifestation for every vital information of BD hour, Running Hr, Idle hr and so on to factor in scheduling different type of maintained as well monitor the machine health etc.

- * Immediately we need to get into churn and create our own KPIs (key performance Indicators) along with Institutional KPIs which will further align our PMS to the system now 11000 users are working PANCIL and the thousands of Processes we have either transformed (reengineered) incrementally or drastically after standardising them, then configuring them in the SAP. A next training which is a part of Sr Management (toal 540 Persons will be exposed to Dashboard, MIS, SAP support and the KPIs (individual and Institutional/ Organisational). While the former (KPI) will certainly entrench our ERP oriented roles (redefined as per R&A) and its certain measure and so management in our present work profile, the later (KPI) will create an objective benefit framework to track and trace the change in the process efficiency and efficacy of the new system and its transformational elements. The whole plan is to organise PAN CIL Workshop cum Exposure for all HODs, Area GMs and other Heads of 8 Subsidiaries , NEC and CIL in Person cum Online (Hybrid Version) at every subsidiary Hq for four days .

Interface

Extending the Enterprise , Bridging The System

- * Once Established , Now Interfaces with E-auction platforms like MSTC & MJunction have charged our ERP with currency, consistency and correctness of data to its most.
- * This coupled with inbound interface further with ICICI bank has become all the more supercharged. Subsidiaries are being encouraged to expand their banking transaction with more choice of banks which are gearing up to be integrated with our system very soon.

- * Seamless access of Rail data through FOIS interface surely became another big milestone in Project Passion. Now we can go for reflection of real time offtake/dispatch data in our every report , quick to comprehensive .

- * Very recently we had become a close knit entity with Odisha Govt I3MS(Intgerated Mineral Mine and Management System) with intervention with top Management from both side. Our mission is to get same way integrated other state specific services like JIMMS of Jharkhand(Jharkhard Integrated Mine Management System) or E -Khanij for Chattisgarh and Khanij Online of MP to have forward integration with all these states where our lots subsidiaries operates. Same engagement from Subsidiary as well as CIL will be

Infrastructure

Sharing platforms, Connecting dots, Distributing information

- * All data generation points are connected to DC (Data Center) & DR (Disaster Recovery). DC & DR is hosted in the TCL (Tata Communications Ltd) Cloud. DC is located in Delhi and DR is located in Mumbai which is geographically distant for obvious reason.
- * In DC Production Landscape all applications have been configured as HA (High Availability) also so that users work smoothly.
- * To further enhance the users' experience SSO/IDAM has also been introduced by which they are benefitted in two ways. First is, they don't have to remember credentials for all the application running in CIL SAP ERP like ECC, HMS, DMS. They just have to remember one credential and they can access all the application for which they have been authorized. Second advantage is that one SAP Id can be shared

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Security

Eensuring The Governance, Entrenching the Roles/Authorisation; Executing the Transaction

- * An overhaul in the governance is in the offing for Security team of CIL. We already trained 32 across CIL on Admin (Basis, Security, data Migration etc). To manage the request of authorisations and role creation we are planning to prepare a coordinated platform of chosen 3/4 members of BASIS team , who irrespective of posting in subsidiaries will work on behalf PAN CIL. initially under the supervision of Security Consultant before acting on its own. It will be administratively in its own subsidiaries but will report for every BASIS/Security jobs and its accountability to the CIL Basis Team.

- * The Subsidiaries need to have their own Security team which surely constitutes of Nodal Officer with SMEs but under the leadership of Senior Level Management to endorse and endow any new authorisation or Roles after due approval of competent authority. Any endorsement of unchecked authorisation may cause irreparable damage which we need to be fully aware of and so act accordingly without any haste or engaging in or endorsing any adhocism . Outright decentralisation of authorisation has never been the solution of some mad rush for immediate compliance what asked for , which surely can be provided with discipline and due diligence before forwarding for compliance



MM Functional Team



The Future PS Assets of CILs Own in its Technical Orientation on ABAP



No time to Relax : Future FICO Functional Experts are in Learning Sessions

SET-CIL (CIL's own Engagement Team for SAP)

Enhancing Process; Generating The Report, Developing the Interface

As the first part of the Big Hairy Audacious Goal or BHAG we can say, once we complete our grooming of 120 Techno-developer and almost 200 Techno-Functional (while we already trained The whole Capacity Building Part is divided into three prong exercise. While we are running first Prong full throttle ie Training part, the Second Prong ie Apprenticeship which we will start and run parallelly in coming weeks will be to gradually engage our Homegrown Assets (Techno-Functional) first in Sandbox then Shadowing where they will work on Live Issue in Simulated Environment and then Real Environment both under full supervision of Consultant cum Mentors. In Third and Final Prong these Assets with deep knowledge in all the three Technical and Functional and Business (as they worked in and around with their quite long experience in Industry) will work on real issues in real environment of Development-Quality-Production effectively and efficiently this time sans any consultant(ie on their own) for future enhancement or workflow addition , reengineering the process or form or report generation for future need of the company. Onward they will work jointly to collaborate and coordinate on a PAN CIL Platform as the different team members of the SET -CIL or SAP Engagement Team-CIL which will operate as Human Cloud , on different projects (Module specific or Inter Modules) irrespective of its posting.

- * A Module in this line has been already developed and will be shared with all subsidiaries (we already shared an outline with Project leaders) where A Business interface from Business side (who eventually may the Process Owners, End Users, Core Team Members) will forward the demand or requirement and the Functional will complete its As-Is to To-Be with business users with all due diligence of standardization and acceptability across all Subsidiaries . The Functional Team then move further to convert the business need cum workflow to the Technical Specification to forward it further to Developer team to develop it before configuration in the system . The testing , acceptance , debugging all will follow through with very time bound period defined in advance. And ultimately the Basis Team will forward it to the Production.

- * We already created our first engagement teams to put under apprenticeship under consultants . We will have almost 50 such pair team with two functional , one ABAPER, One Mentor each from Functional and Technical and One Super Mentor with the job ie deliverable and the timeline attached. Very soon we will share it with our incumbent team members.

- * We already shared our thought with incumbent participants and excitement are high among all. We need all stakeholders in Subsidiaries and hq to join in the movement to warrant a sustainable and successful journey of SAP onwards being shouldered by our own experts once consultants sign off.

Hospital Management System

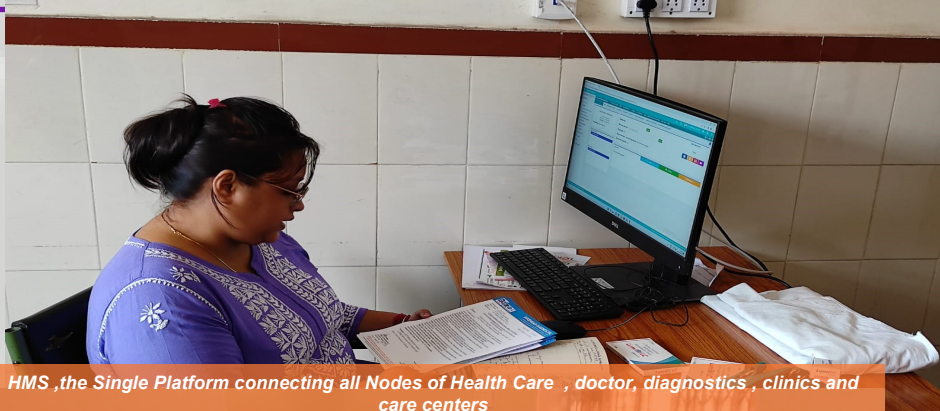
Tying the hospitals ,Transforming the Health Care , Tendering the Best Treatment

HMS has been go live Go-live in the following subsidiaries since :

- * 25.03.22 MCL (1 hospital)
- * 19.05.22WCL (6 hospitals)
- * 23.05.22NEC (1 hospital)
- * 03.10.22 NCL (2 hospitals)
- * 26.10.22 ECL (2 hospitals) -

And for BCCL (2 hospitals) - 5 resources have been deployed for each hospital. UAT and end user training have been completed while Go-live has been scheduled for 17-11-22

For SECL (3 hospitals) and CCL (4 hospitals) also 5 resources have been deployed for each hospital. UAT ha been completed. End User Training is going on.



HMS ,the Single Platform connecting all Nodes of Health Care , doctor, diagnostics , clinics and care centers

