

BSA Report

BSA report

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i A Solvay BUSINESS SUPPORT ACTIVITY (BSA) includes all teams active in the same functional domain, whether in Group Functions, GBUs, SBS or Transformation center.

You can find more information on the BSA in this [presentation](#).

BSA report

A report is published every month by the reporting platform to follow-up BSA costs mixing HR (FTE) and finance data (costs).

BSA definitions

i List o BSAs maintained in the system on 08 Mar 2023 with their definition updated in 01 Oct 2020

BSA Finance

GROUP FUNCTIONS	SBS	TRANSFORMATION CENTER	SUPPORT FUNCTIONS IN GBUS
<ul style="list-style-type: none">• Treasury managers• Controller for HR• Assistant to CFO	<ul style="list-style-type: none">• Country Accounting Manager• Credit management specialists• ...		<ul style="list-style-type: none">• GBU Finance Directors• Plant controllers• Secretary Service

BSA Procurement

GROUP FUNCTIONS	SBS	TRANSFORMATION CENTER	SUPPORT FUNCTIONS IN GBUS
<ul style="list-style-type: none"> • Category GENEX Buyer • Purchasing Process Leader • Purchasing Officer Assistant 	<ul style="list-style-type: none"> • End User Partner Specialist • Provisioning design specialist • ... 	<ul style="list-style-type: none"> • Demand Mgt leader • S³ Program Director • ... 	<ul style="list-style-type: none"> • Site Buyer • GBU Head of Purchasing • Assistant in Purchasing Division • ...

BSA Human Resources

GROUP FUNCTIONS	SBS	TRANSFORMATION CENTER	SUPPORT FUNCTIONS IN GBUS
<ul style="list-style-type: none"> • Talent acquisition specialists • Finance HR director • HR Assistant • ... 	<ul style="list-style-type: none"> • Payroll operations specialists • HR services • ... 	Head of E. Practices & HR Dir Ex. Center	<ul style="list-style-type: none"> • Site HR • HR & Admin. Assistant • GBU HR directors • ...

BSA Industrial

There are 5 BSAs industrial: HSE, Operation, Other, GEC, Environment

1. All the people from CBS INDUS Function.
2. All the people from the Functional Area Industrial: this is an HR classification based on the Job Family. The Job Families linked the FA Industrial are: Production, Maintenance, Quality management and quality control, HSE, Engineering & Construction, Technology, Industrial management, Manufacturing excellence.

BSA Communication

TO BE COMPLETED

BSA Digital & IT

BSA General Counsel

BSA GPA

BSA Facilities

BSA General Management

BSA Group Security

BSA MBU

BSA R&I

BSA SBS

BSA Strategy

BSA Supply Chain

BSA Sustainability

BSA Sales & Marketing

BSA Transformation

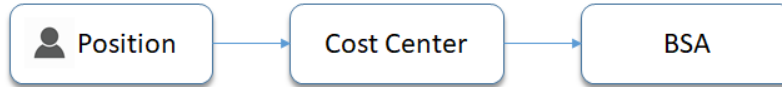
How does the report work ?



The cost center is used as a unique key between Finance database and HR database.

The report is based on postings done on cost centers.

Each headcount are linked to a cost center in the HR database

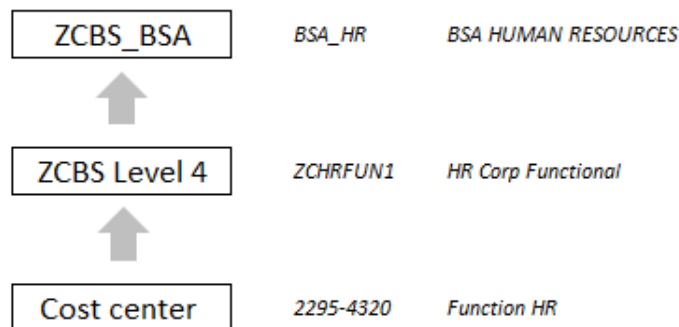


Assignment of a cost center to a BSA

A cost center is assigned to a unique BSA => **One** cost center = **One** single BSA.

- All cost centers are assigned to a group (level 4) of the [ZCBS hierarchy](#) and some groups (level 4) of the [ZCBS hierarchy](#) are assigned to a BSA through another hierarchy ZCBS_BSA. (For instance the cost center 2295-4320 Function HR is included in the group ZCHRFUN1 of the [ZCBS hierarchy](#) that is itself included in the group BSA_HR of the ZCBS_BSA hierarchy. Then the cost center 2295-4320 is assigned to the BSA Human Resources.)

Example



Where to find the ZCBS_BSA hierarchy ?

- File** : A file is available in gdrive [here](#) (be careful it may not be the very last version, it is always better to look at the data directly in SAP or BW)
- In SAP**

Run the transaction [KSH3 - Display cost center hierarchy](#) in WP1 with the [controlling area](#) Z013, and enter ZCBS_BSA.

ZCBS_BSA BSA Hierarchy (do not modify)

- BSA_FI BSA FINANCE
- BSA_HR BSA HUMAN RESOURCES
 - EADMAC HR
 - EADMJE HR
 - EPRD58 HUMAN RESOURCES
 - ZOPEGCC3 OPE - GCC - HR
 - ZOPEHR1 OPE - OPERATIONS HUMAN RESSOURCES
 - ZOPEMGT4 OPE - MANAGEMENT-HR site
 - ZOPEPRJ1 OPE-PROJECT & MISSIONS - HR
 - ZSHREXP1 SL HR EXPERTISE
 - ZSHREXP2 ZZZ SL HR PAYROLL ACCOUNTING
 - ZSHRPCS1 SL HR HR PAYROLL & COMP
 - ZSHRPCS2 SL HR HR PAYROLL & COMP PLATFORM
 - ZSHRREP1 SL HR - REPORTING
 - ZCHRCB1 HR Corp Compensation & Benefits
 - ZCHRCS1 HR Corp Mgmt / Comm.
 - ZCHRCS3 HR Corp Mgmt / CED
 - ZCHREX1 ZZZ HR Corp Leaders
 - ZCHRFUN1 HR Corp Functional
 - 2295-4320 Function HR
 - 2295-5664 HR Corp Functional

- In BW**: Use the report [FC - Cost centers master data](#) to get an updated list of cost centers assigned to each BSA

BSA Group		Cost Center	
BSA_FI	BSA FINANCE	1C163AFEE0	ZZ AUDIT FEE
BSA_FI	BSA FINANCE	1D16310000	ZZ SD-Finance
BSA_FI	BSA FINANCE	1H16300001	FINANCE & CORP DEVEL
BSA_FI	BSA FINANCE	1L16300001	Regional Finance
BSA_FI	BSA FINANCE	1L16300003	Tax
BSA_FI	BSA FINANCE	1L16300007	SBS OPE CCT CASH COL
BSA_FI	BSA FINANCE	1L16300009	SBS OPE FINANCE
BSA_FI	BSA FINANCE	1L16300013	SBS SL FIN TREAS OPE
BSA_FI	BSA FINANCE	1L16300014	SBS SL FIN SA ACC PL
BSA_FI	BSA FINANCE	1L16300015	SBS OPE CCT AR
BSA_FI	BSA FINANCE	1L16300022	SBS SL CCT CM
BSA_FI	BSA FINANCE	1L16300024	SBS SL FIN REP PLAT
BSA_FI	BSA FINANCE	1L16300027	SBS SL FIN FA GL
BSA_FI	BSA FINANCE	1L16300028	SBS SL FIN - MGT ACC
BSA_FI	BSA FINANCE	1L16300030	SBS SL FIN SA CAMCAD
BSA_FI	BSA FINANCE	1L16300099	SBS SL FIN FA IC

How to improve the accuracy of the BSA reporting?

- **Headcount update**

If the headcount is linked to a wrong cost center you can update this cost center by using a freshdesk ticket -->Go to Freshdesk / HR Request / System updates / eWS NGA.

- **Cost center update**

If your cost center is linked to a wrong node in the ZCBS hierarchy, you can update it by submitting a [workflow through PF1](#) .

BSA ALLOCATION - Global presentation
