

## WORKFORCE PLANNING MODULE

<b>50%</b> <b>ENGAGEMENT &amp; GROWTH</b> Identify gaps and opportunities for performance, engagement and growth.	<b>25%</b> <b>BUSINESS DECISION</b> Advanced intelligence and insight helps to make strategic business decision.	<b>15%</b> <b>PROFIT &amp; COST SAVING</b> Insight for cost saving & engaged employees increase company profit in short and long-term.
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Workforce planning is a continual process used to align the needs and priorities of the organization with those of its workforce to ensure it can meet its legislative, regulatory, service and production requirements and organizational objectives.

### WHAT WORKFORCE PLANNING MODULE OFFERS



#### WORKFORCE PLANNING

- Strategic & Operational Headcount Planning
- Workforce Budget Management
- Supply and Demand Forecasting
- Finding & Closing Workforce Gap
- Planning Collaboration among Finance
- HR & Hiring Managers
- Incorporation of Global & Localized Business Drivers into Forecasts.



#### WORKFORCE ANALYTICS

- Integrated Analytics on End-to-End HCM Modules
- Trends in Hiring, Turnover, Performance, Engagement, etc.
- Workforce Risk Analysis
- Comprehensive HCM Metrics and Benchmarks
- Real Time Business Intelligence
- What-If, Impact Analysis & Action Planning
- Financial & Workforce Profitability Modelling and Improvement

#### BEFORE TALENTCLOUD.AI

##### WEAK DATA & ANALYTICS CAPABILITIES IN HR SYSTEMS

High barrier to adopting, deploying and exploiting predictive analytics focused on both HR and business outcomes due to disintegrated HR systems or poor technology.

##### DATA CRUNCHING CAN BE A NIGHTMARE

There are massive efforts to collect, analyse and act on the data and metrics due to disparate, defective or low quality data.

##### PLAY CATCH UP NOT DEVELOP UPFRONT

Organization who fails to think about the reporting and data they need upfront will push it until the end and later struggle to catch up.

#### WITH TALENTCLOUD.AI

##### MAKE FASTER, MORE INFORMED BUSINESS DECISIONS THROUGH TECHNOLOGY

Leverage advanced embedded intelligence and insight into all HR processes from recruiting to retention to make smart decisions that support business strategy.

##### REAL-TIME DATA READY FOR BOARDROOM

Equip C-level executives with real-time contextual information and ad hoc analysis that can be used to tell a story, instead of just a boring spreadsheet.

##### PLAN FOR GROWTH & COMPETITIVE EDGE

Proactively identify the type and number of skilled professionals you need to get your company where you want it to go – and identify and close gaps between current and projected talent needs.