Headcount Planning to Deliver Optimal Business Outcomes

Anticipate and plan for the
changing demands in your
organisation with itelligence

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Headcount planning is the new priority across organisations

Did you know that workforce planning was cited as one of the top 10 HR issues in 2019? In 2020, it has risen to become the number one priority across organisations. This has come into sharper focus during the pandemic as businesses are seeking to enhance their plans to combat new challenges they are facing.

The headcount planning solution dynamically brings together key data from multiple sources with a powerful set of tools to provide insights, predictions, automation of tasks, guidance and suggestions to deliver accurate headcount forecasts along with the associated costs.

Headcount planning is an important talent management exercise that combines analytics with workforce requirements. This is combined with machine learning techniques to identify key influences and produce predictive forecasts to deliver the most accurate and relevant plans.

A Software-as-a-Service (SaaS) solution

itelligence's headcount planning solution provides deep integration into your existing SAP landscape e.g. SAP SuccessFactors, SAP BusinessWarehouse, and your SAP ERP system. Additionally, we can also integrate with any 3rd party systems to deliver this solution.

Our comprehensive solution has been adopted by existing customers to deliver accurate headcount forecasts along with the associated costs. This vital output has supported business planning and delivered certainty in these challenging times.

The Software-as-a-Service (SaaS) solution has harnessed our experience of delivering similar solutions across many different industries and presents a packaged deployment to deliver immediate business benefits. The solution has a complimentary subscription option, which allows organisations to manage this as an operational expense – without the need for any large upfront investment. This packaged solution is configured to suit your requirements as part of the rapid implementation process.

itelligence's Headcount Planning solution
to deliver optimal business outcomes

Insights and Predictions

Automation of routine tasks

Guidance and Suggestions

Our Solution

To support you on this journey, itelligence has drawn on their considerable expertise to develop the headcount planning solution, an interactive and user-friendly application that provides deep insights into all aspects of the workforce process.

Key features:

- Pre-built HR Models to support driver-based planning with output that combines the costs of headcount changes that also relate to NI, Pension, Bonus, Holiday and other T&C's
- Manage and adjust your planned workforce by identifying the classifications of movements including promotions, furlough, unfurlough, transfers, terminations, etc. This can be incorporated into the overall workforce plan
- Defined workflows to provide a robust approval and audit mechanism
- Summarised headcount and salary data categorised by cost centres is then available for the overall Finance Plan and the associated reporting applications

it .HR Planning

Preparation

Import Actuals | Input FX Rates | Review Actuals & Working | Create & Assign Tasks

Planning Process

Central Assumptions | Agreed Central Hires | Contracts & Temporary Hires | FTE, Promotions & Transfers

Data Review

Workforce Analysis | Staff Costs Report | Scenario Planning Admin Report | Summary Review & Submit To Finance

Ask for a demo

The itelligence headcount planning solution is available as an on-demand demonstration video. Please contact us for access.

We can also deliver our rapid discovery workshop to understand your current challenges and recommend a relevant subscription option.

Your benefits at a glance

- Headcount plans to provide business clarity and confidence
- Leverage our track record in delivering customer success
- Deep integration with existing SAP landscape and 3rd party systems
- Scenario-based modelling to support all aspects of future planning
- A fusion of analytics and planning to deliver a modern and immersive user experience

Why itelligence?

itelligence is a Pinnacle Award-Winning SAP Platinum Partner with 10,000 highly qualified employees in 27 countries. We are an NTT DATA company and we focus on SAP solutions to create value for our clients. Our unique positioning as a leading SAP Applications and SAP Analytics Partner enables itelligence to transform businesses with fully integrated business management solutions and data-driven insight.

Contact us today to learn more about our solutions:

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