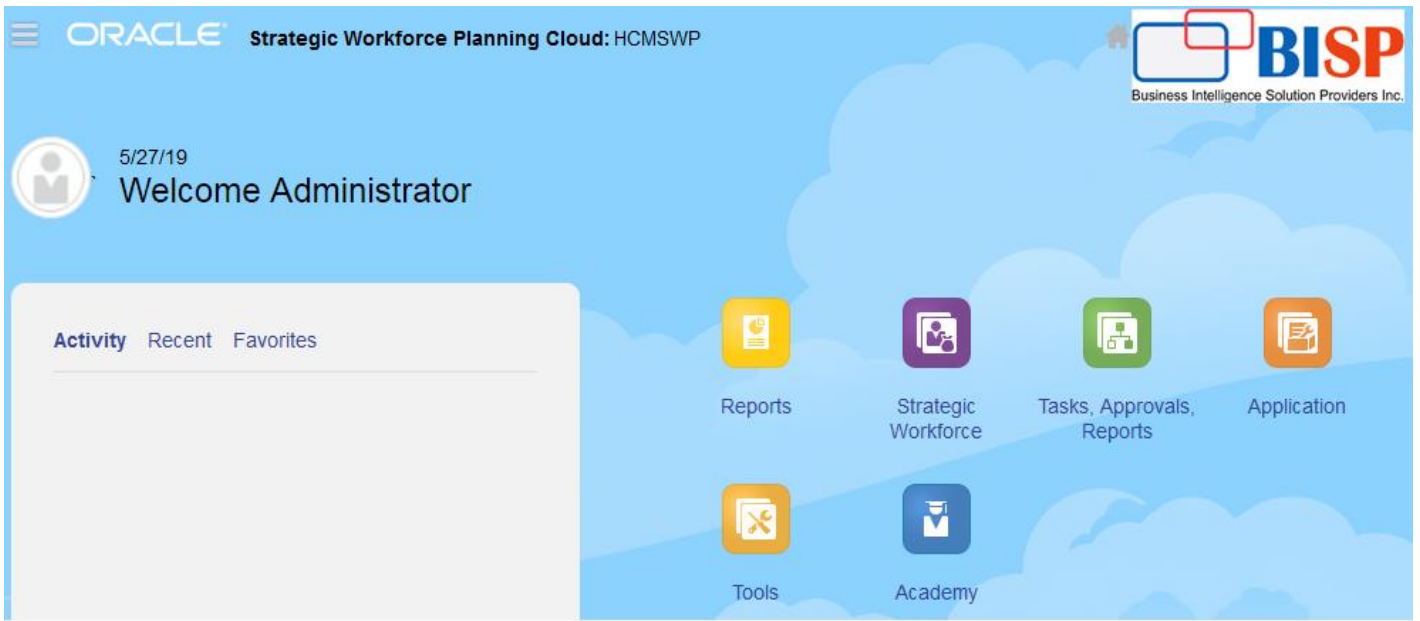


Getting Started
with
Oracle Strategic Workforce Planning Cloud (HCMSWP)
Part I



Version History

Version	Date (dd / mmm / yyyy)	Modification	Author
0.1	20 / Mar / 2019	Initial document	Amit Sharma

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What is Workforce Planning?

Workforce planning is a set of processes and methodologies laid down by organization to ensure that investment in human capital results in the timely capability to effectively carry out an organization's strategic intent.

The Idea behind Oracle Strategic Workforce Planning Cloud (HCMSWP)

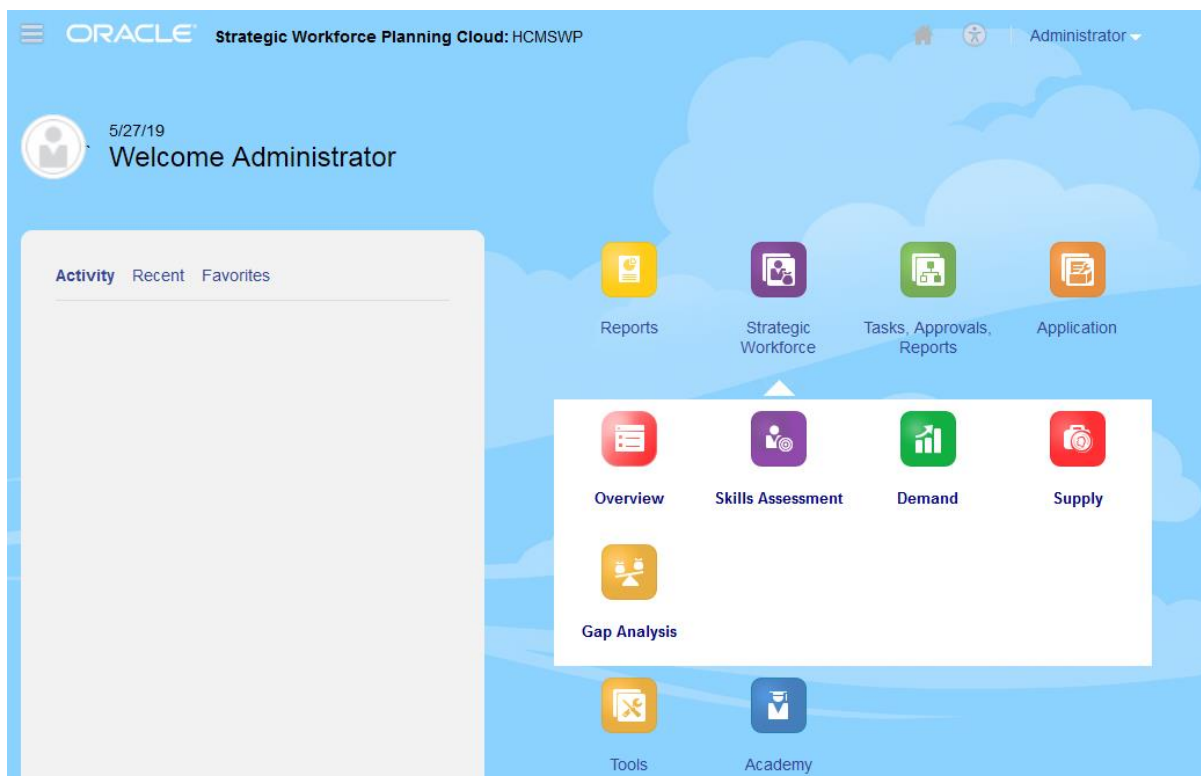
A robust workforce planning strategies is imperative for organizations operating in current dynamic business environment. It is equally important to identify the measures that should be used to assess the effectiveness of workforce planning strategies. Strategic workforce planning is a set systemic process and it is part of organization strategy. It is used by the organizations intend to proactively anticipates current and future hiring needs in order to ensure that your organization's resources are allocated prudently allocated to meet organization strategic goals.

Problem Statement: Companies have been striving hard to link between organization strategic goals with people, skill, and knowledge required to execute the strategies. There is dire need to streamline workforce planning process and to make sure it remains relevant and competitive.

Strategic workforce planning helps organization devising contingencies plans, such as the skills gap, to ensure that you are effectively identifying competencies needed in the workforce and acquiring, developing, and retaining the right people for your company's growth. Strategic workforce planning identifies risks associated with company that it may encounter in the absence of right talent. Workforce planning should be linked with company's vision and strategic plan, which means during initial phase of setting up workforce planning goals, workforce planner should identify those critical talent needs.



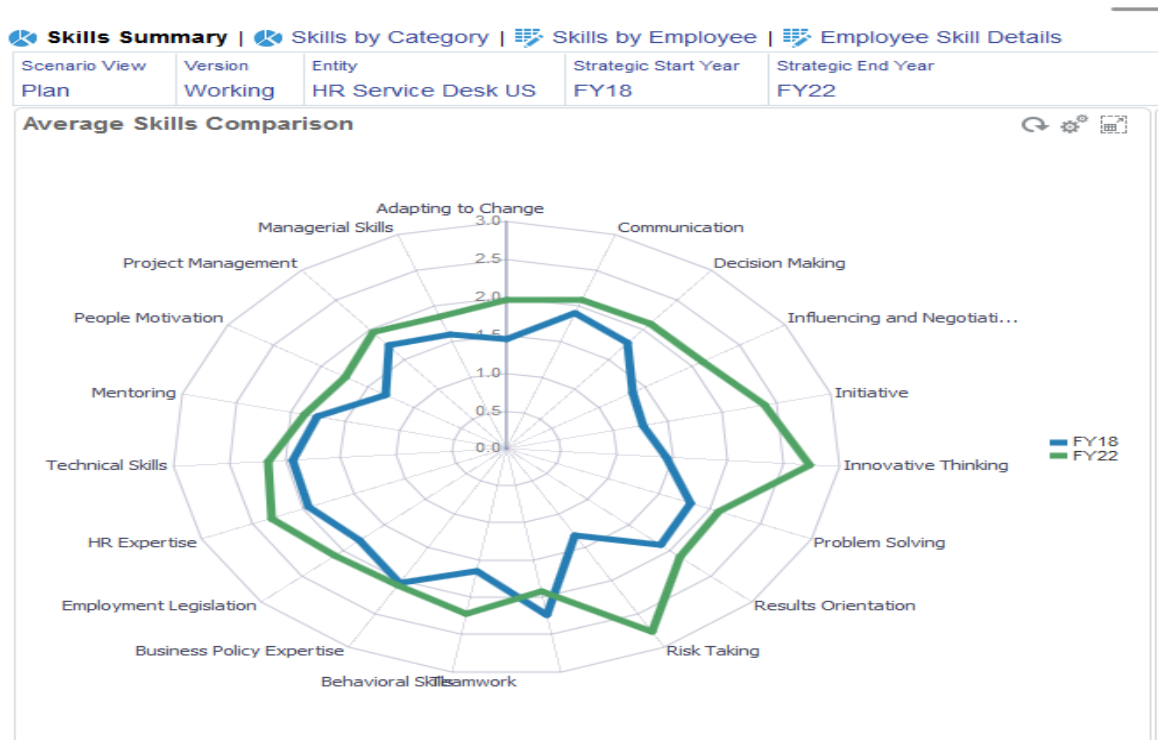
Home Page Look



Workforce Skills Assessment

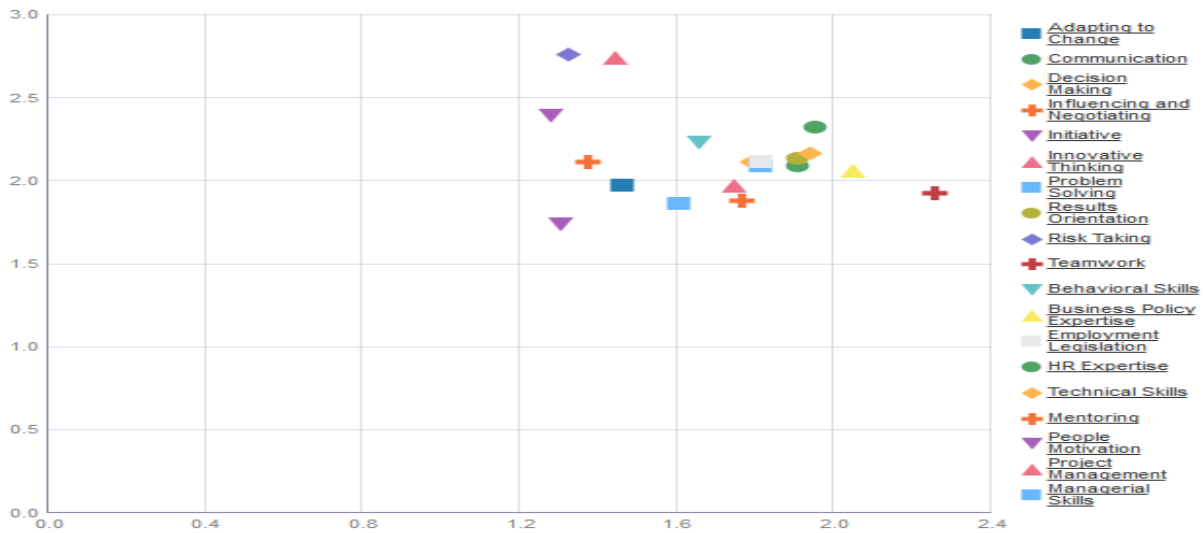
Executives can use the Workforce Skills Assessment Tool to identify and develop skill gap analysis. It consists of 05 segments.

- a) **Skill Summary:** Graphically presents Average Skills Comparison and Average Skills Correlation by Entity for each Scenario planning year.



b) Skills Correlation:

Average Skills Correlation

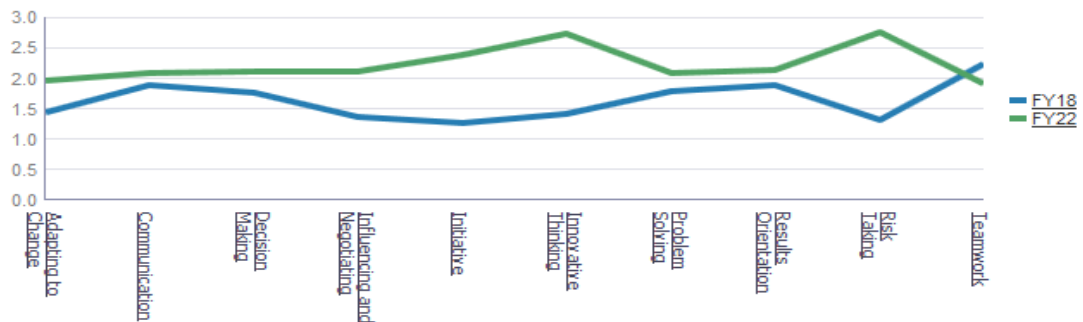


Skills by Category

A competency matrix helps to assess the required skills for a project or team. In order to successfully implement a skills matrix, you need to create an overview of the skills that are required to complete the job or project successfully.

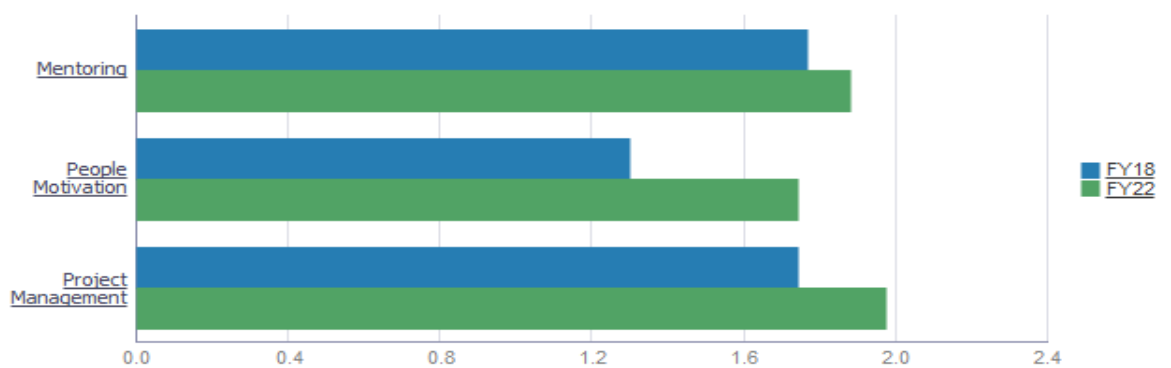
Behavioural Skills

Behavioral Skills

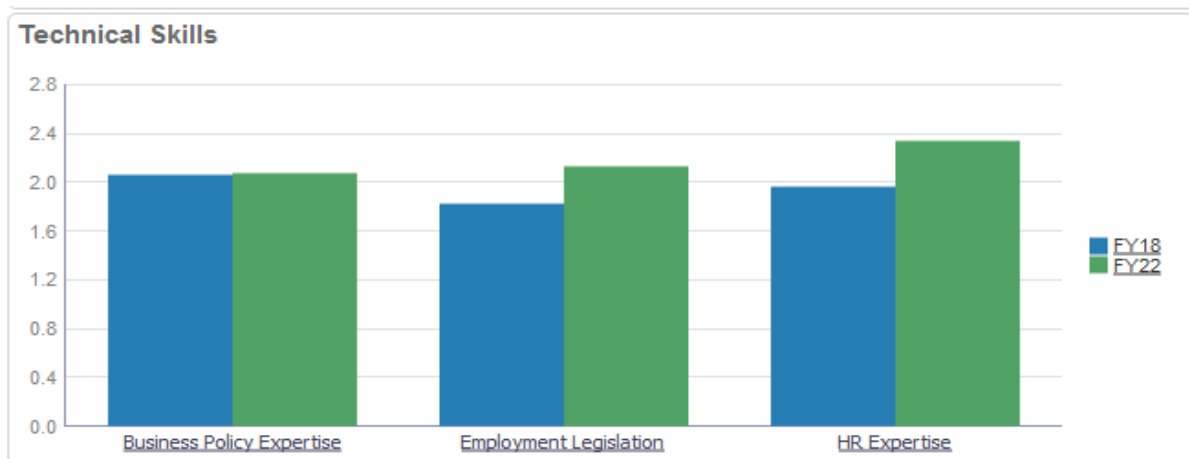


Managerial Skills

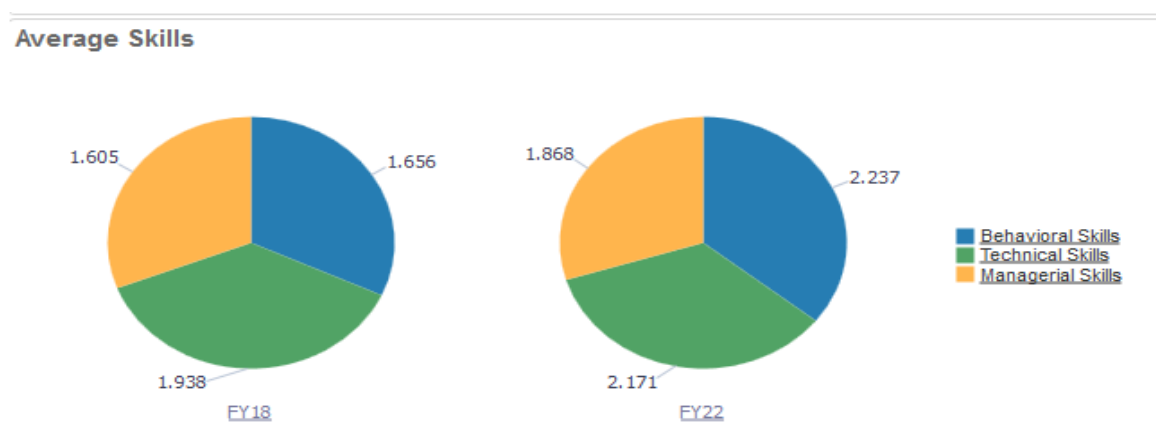
Managerial Skills



Technical Skills



Average Skills



Supply, Demand, and Discrepancy: Consists of Demand Analysis, Supply Analysis and finally identify the gaps United States Geological Survey Workforce Planning Desk Guide

Workforce Demand Forecasting: One of the biggest challenges organizations are facing is to identify the skill gap between today's workforce and future workforce to meet dynamic business expectations.

Gap analysis: on one hand specifies the variance between current and future competency, solutions analysis on other hand is approach to develop the strategies to close the gaps in competencies and to curtail surplus competencies if any exists. It is a planned recruiting, training, re-training (both up-skills and cross skills), and placement of employees based on their skill and experience, are all possible solutions meant to address gaps of this kind.

Skills by Employee:

[Skills Summary](#) |
 [Skills by Category](#) |
 [Skills by Employee](#) |
 [Employee Skill Details](#)

Skills by Employee i

Scenario View Plan	Version Working	Entity HR Service Desk US	Job Type StrategicJob	Strategic Start Year FY18	Strategic End Year FY22	
				FY18	FY22	Skills Gap
Director	Carol Parry	Project Management		3	4	(1)
		Adapting to Change		3	4	(1)
		Communication		3	3	0
		Decision Making		4	3	1
		Influencing and Negotiating		2	3	(1)
		Initiative		2	4	(2)

Employee Skill Details

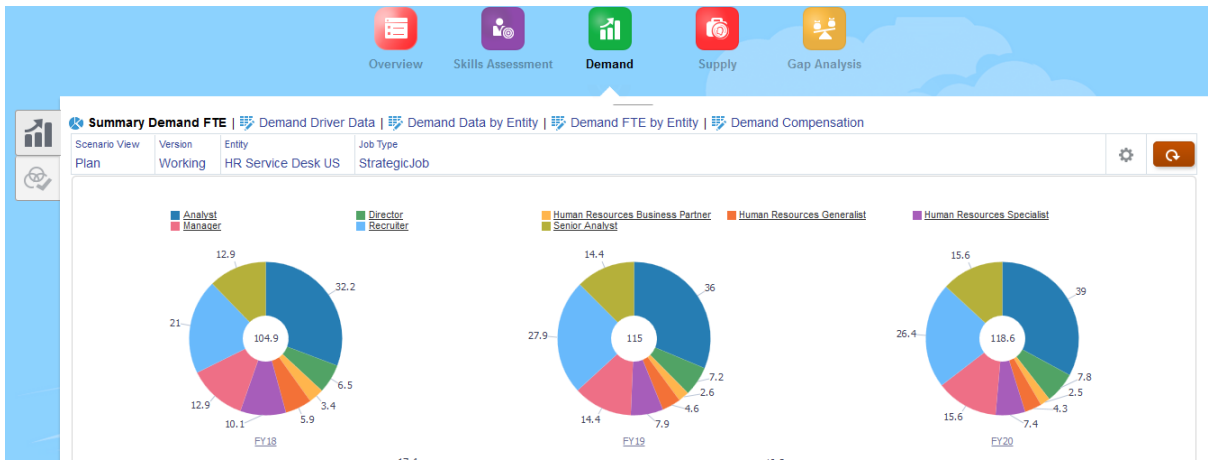
[Skills Summary](#) |
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Employee Skill Details i

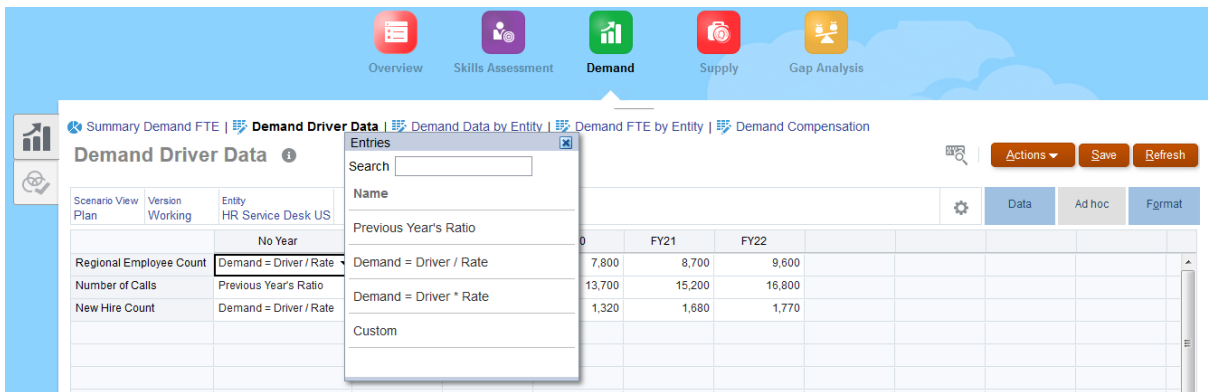
Scenario View Plan	Version Working	Entity HR Service Desk US	Strategic Start Year FY18	Strategic End Year FY22	Job Analyst	Employee Erin Rudi
			FY18	FY22	Skills Gap	
			Adapting to Change	4	5	(1)
			Communication	4	6	(2)
			Decision Making	7	8	(1)
			Influencing and Negotiating	7	8	(1)
			Initiative	5	6	(1)

Demand Analysis using Strategic Workforce Planning Cloud

Demand analysis gives you insight into what resources—headcount or FTE and strategic jobs—that the long-term strategy requires. This information helps you to be proactive in planning resources and preparing for their needed skill sets.



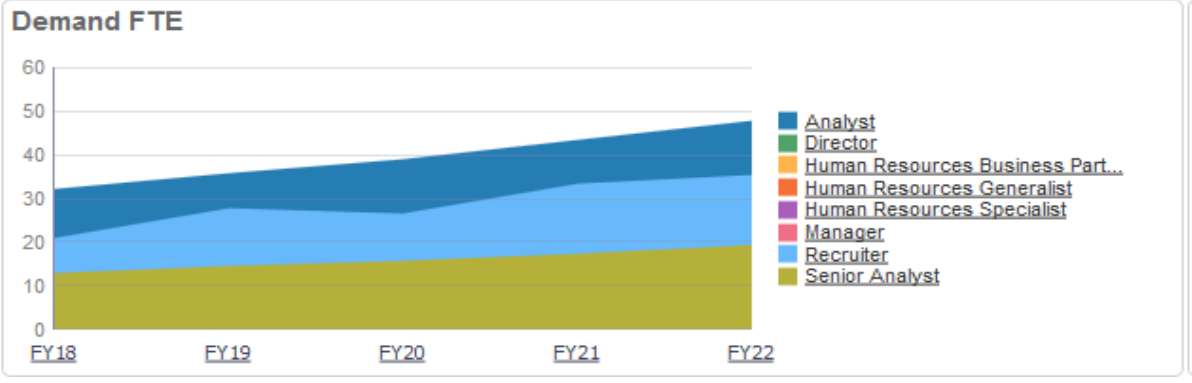
Define demand drivers: Add or import demand drivers, which enable you to align the long term demand for strategic jobs with your corporate goals. Some examples of demand drivers: revenue, units manufactured, and claims processed.



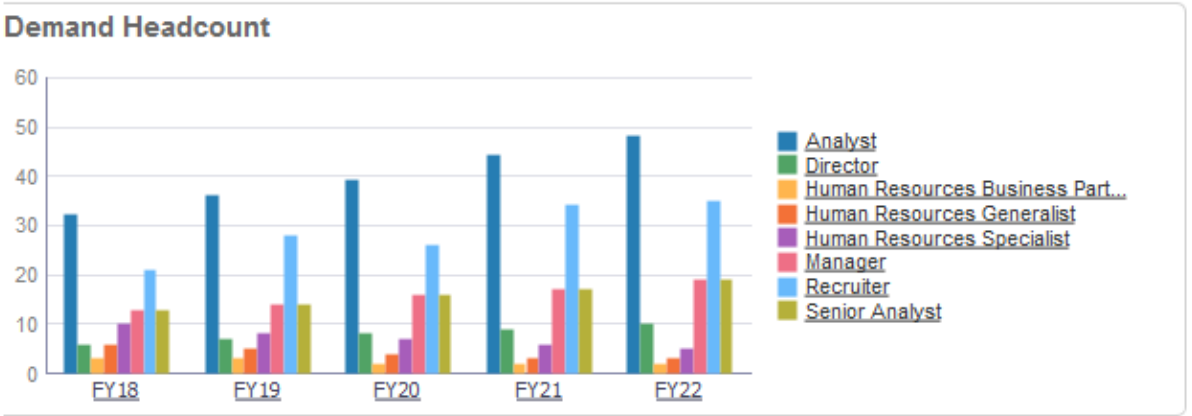
Demand Data by Entity

Job Type	No Year		FY18			FY19			Demand Rate
	Assumptions	Calculation Logic	Demand Rate	Demand Scale	Expected Productivity	Demand Rate	Demand Scale	Expected Productivity	
Analyst	Regional Employee Count	Demand = Driver / Rate	200	100%		200	100%		200
Director	Regional Employee Count	Demand = Driver / Rate	1,000	100%		1,000	100%		1,000
Human Resources Business Partner	Number of Calls	Previous Year's Ratio		10%			10%		
Human Resources Generalist	Number of Calls	Previous Year's Ratio		10%			10%		
Human Resources Specialist	Number of Calls	Previous Year's Ratio		10%			10%		
Manager	Regional Employee Count	Demand = Driver / Rate	500	100%		500	100%		500
Recruiter	New Hire Count	Demand = Driver / Rate	50	100%		50	100%		50
Senior Analyst	Regional Employee Count	Demand = Driver / Rate	500	100%		500	100%		500

Demand FTE



Demand Headcount



Demand FTE by Entity

Summary Demand FTE | Demand Driver Data | Demand Data by Entity | Demand FTE by Entity | Demand Compensation

Demand FTE Total

Job Type	FY18			FY19			FY20			Demand FTE	Der
	Demand FTE	Demand FTE Adjustment	Total Demand FTE	Demand FTE	Demand FTE Adjustment	Total Demand FTE	Demand FTE	Demand FTE Adjustment	Total Demand FTE		
Analyst	32.3		32.3	36		36	39		39	43.5	
Director	6.5		6.5	7.2		7.2	7.8		7.8	8.7	
Human Resources Business Partner	3.4		3.4	2.6		2.6	2.5		2.5	1.9	
Human Resources Generalist	5.9		5.9	4.6		4.6	4.3		4.3	3.4	
Human Resources Specialist	10.1		10.1	7.9		7.9	7.4		7.4	5.8	
Manager	12.9		12.9	14.4		14.4	15.6		15.6	17.4	
Recruiter	21		21	27.9		27.9	26.4		26.4	33.6	
Senior Analyst	12.9		12.9	14.4		14.4	15.6		15.6	17.4	

Demand Compensation

Summary Demand FTE | Demand Driver Data | Demand Data by Entity | Demand FTE by Entity | Demand Compensation

Demand Compensation

Job Type	FY18	FY19	FY20	FY21	FY22	Point of View
	Analyst	2,686,521,175	2,998,908	3,248,817	3,623,881	
Director	759,707	848,045	918,715	1,024,721	1,130,726	
Human Resources Business Partner	268,170	208,258	195,800	153,830	121,932	
Human Resources Generalist	326,522	253,573	238,405	187,302	148,463	
Human Resources Specialist	660,132	512,651	481,985	378,670	300,149	
Manager	857,850	957,600	1,037,400	1,157,100	1,276,800	
Recruiter	1,332,429	1,770,227	1,675,054	2,131,886	2,246,095	
Senior Analyst	1,136,658	1,268,827	1,374,563	1,533,166	1,691,770	

Oracle Strategic Workforce Planning Cloud final take away

Oracle has made Strategic Workforce Planning in order to help you determine which groups of employees deliver the highest ROI for the business and warrant greater investment in their training and development. How workforce strategy and business goals are aligned so that you can easily identify what hires you will need to make in the future when the company reaches a critical point for expansion

Implications and Recommendations

The biggest implication in order to establish workforce planning strategy is the availability of reliable and actionable data. Lack of trustworthy data limits workforce planning ability to devise actionable plan. Lack of well-defined and streamlined processes do not provide adequate foundation to map organization strategic planning with workforce planning. Another biggest hurdle is unavailability of intelligent software/IT support system that accurately record HR transaction which in turn can be used to convert into actionable information. In this research data taken from one industry (IT/Software service) and most of the cases are cited keeping the same industry in mind.