Workforce Planning and Budgeting

FINANCIALS   **WORKFORCE**   **CAPEX**   **PROJECTS**   **CRM**

About BISP

BISP is an industry leading professional services firm focused on helping clients successfully delivering Enterprise Planning and Budgeting, Financial Consolidation and Analytics Solutions. Our primary objective is to use our expertise to offer the best EPM/BI/Data Visualization solutions cost-effectively.

- ➢ Financial Consolidation with Statutory Reporting
- ➢ Planning/Budgeting Solution
- ➢ Managed Services
- ➢ BI Reporting, Dashboard and Analytics

For past many years, we helped global organization to gain deeper financial insights with Oracle EPM Solutions. Our best practices enables business decisions more accurate that drive profit and efficiency.

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Top Problems with Existing Planning and Budgeting System

There's too much data, too many reports, too many systems, and too much complexity. At the end of the day, it adds up to a vote of no confidence—in the systems, in the reports, in the data, and ultimately, in the decisions.

1. It takes a long time, costs too much, and consumes too many corporate resources.
The traditional approach to preparing an annual budget is simply taking last year's actuals as a baseline. Adjustment is applied based on the organisation's strategic focus for the year, as well as economic factors such as inflation and market demand.

2. It's fixed with too many stale Spreadsheets.
Spreadsheet overload? Frustrated analysts? Reports that offer too little, too late?

3 Unmanageable Multiple Process Review Iteration.
A budget often requires 5 - 6 iterations before the numbers are accepted by senior management. Managing these iteration manually or using speadsheet turns out to be a daunting task.

Successful organizations are transforming their business and embracing the benefits of a flexible, modern EPM solution.

## The Demise of Traditional Planning/Budgeting Process

How to Effectively Manage Compensation, Headcount and Merit Planning?
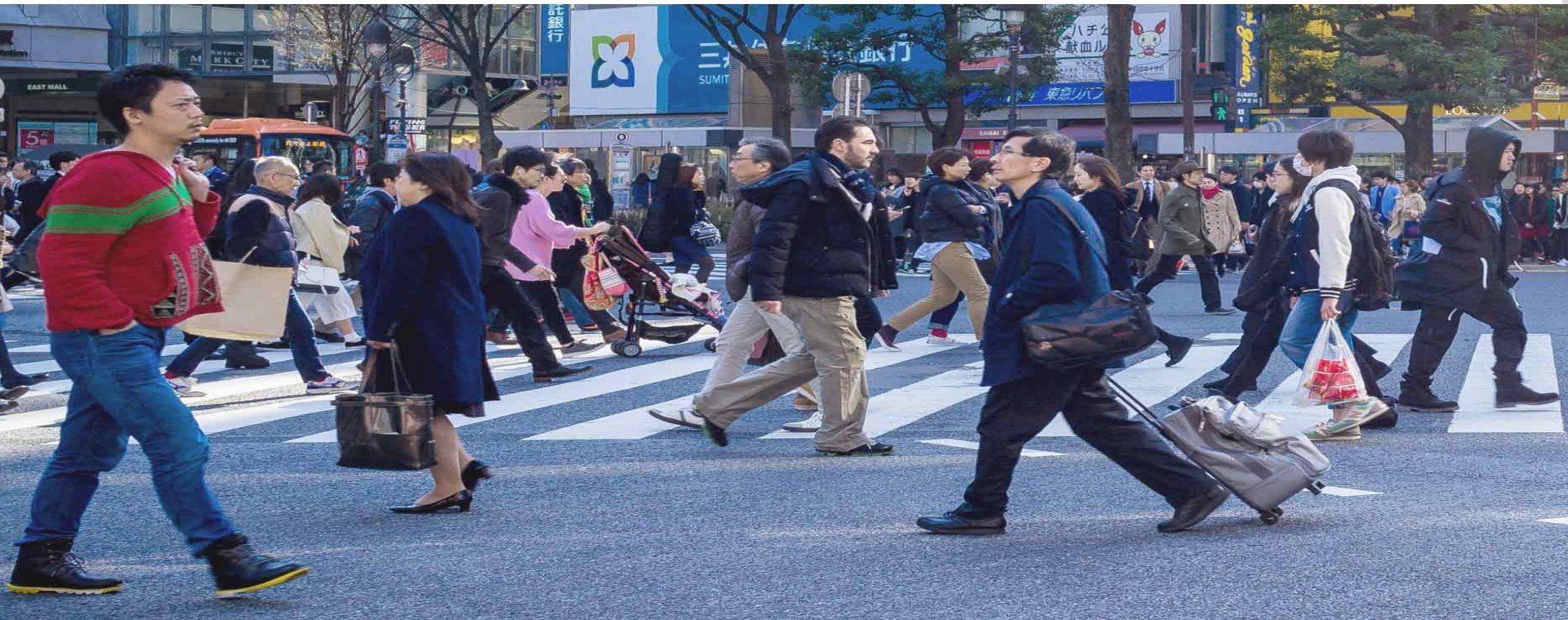
Facing greater market volatility, a fast-changing business environment, and a constant push from senior management to improve the planning process. The workforce planning solutions from Oracle EPM is a holistic solution. It consists of compensation, headcount ,succession, talent or hiring planning. Oracle EPM Workforce Planning has answer to your questions.

Compensation Planning

With drivers and assumptions, compensation planning can be highly agile and fit into dynamic market situations. Users have options to simulate various scenarios for salary, additional earnings, benefits, and taxes. System provides option to configure workforce planning either at Employee and Job level. This become the baseline for compensation calculation.
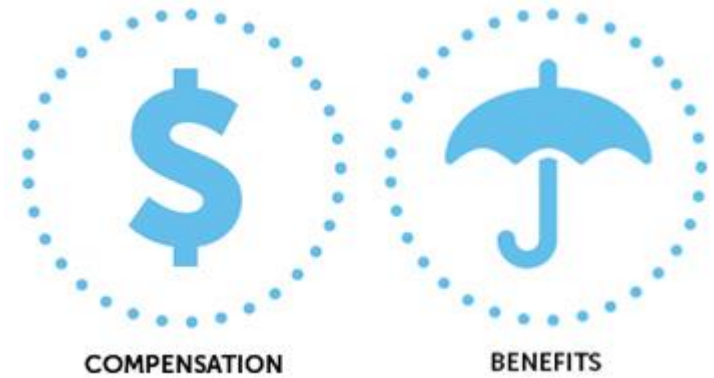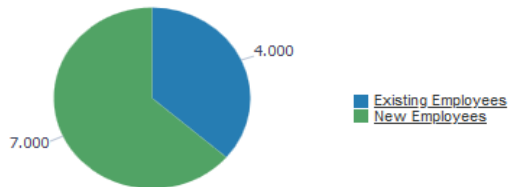

Summary

Version	Entity	Reporting Currency	Scenario	Years	Project
Working	Sales US	USD	Plan	FY20	No Project

Plan

Total Headcount
11

Total Compensation
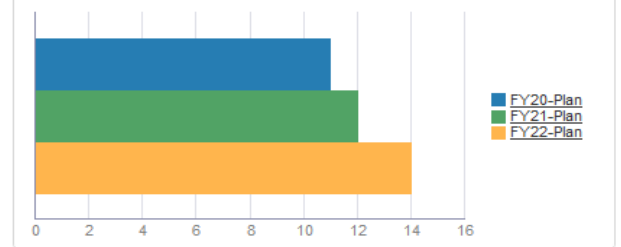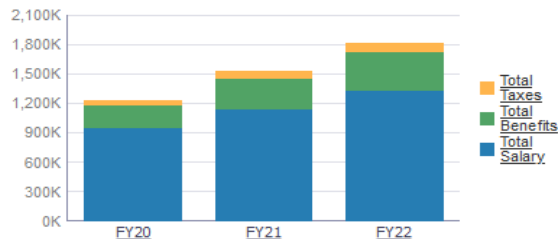1,247,056
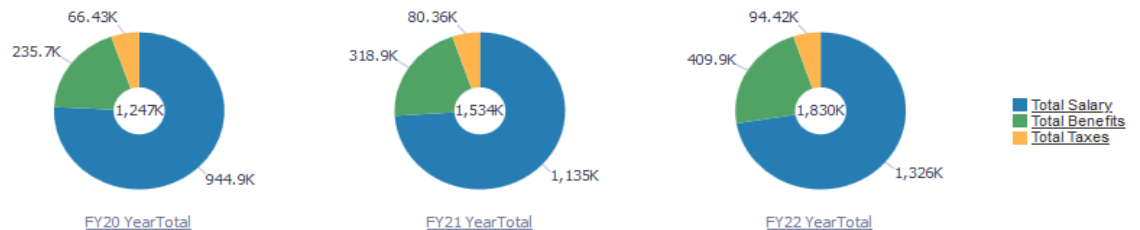
Workforce Planning Based on Assumption

    Classic workforce budget process is very time consuming and eats up senior financial manager's time with low value activities. Driver based planning is contradict to conventional planning by associating drivers and assumptions. By tuning driver, users can simulate multiple scenarios and identify the best possible match.

In Oracle Workforce Planning, users can assumption "General" required during compensation calculation. Similarly, salary grades can be associated with rates and salary bases (Annual, Monthly or hourly) or employee Merit Rates.

General | Salary Grades | Merit Rates

Set Workforce Assumptions ⓘ

Project No Project	Scenario Plan	Version Working	Currency USD	Entity Sales US	
		FY20	FY21	FY22	
Hours per day		8	8	8	
Hours per Week		40	40	40	
Working Days per Month		22	22	22	
Partial Payment Factor		100%	100%	100%	

General | **Salary Grades** | Merit Rates

Salary Grades ⓘ

Entity Company Assumptions	Version Working	Currency USD	Scenario Plan		
			FY20	FY21	FY22
			Rate	Rate	Rate
Grade1			30	32	34
Grade2			40	43	45
Grade3			70,000	72,000	75,000
Grade4			90,000	92,000	95,000
Grade5			100,000	105,000	110,000

Workforce Planning Drivers

Oracle Workforce Planning enables users to configure Salary with grades, Additional Earnings, Benefits and Taxes. The total compensation of workforce is calculated around these 04 pillars. Job is mapped to Grade, which in turn map to Salary defaults.

Salary | Additional Earnings | Benefits | Taxes
ⓘ

Scenario Plan	Entity Sales US	Currency USD	Version Working	
			Assumptions	
Administrative Assistant	Default No Union Code	Grade1	
Sales Associate	Default No Union Code	Grade3	▼
Sales Coordinator	Default No Union Code	Grade3	
Sales Director	Default No Union Code	Grade9	
Sales Manager	Default No Union Code	Grade7	
Sales Ops Analyst	Default No Union Code	Grade4	
Sales Support Associate	Default No Union Code	Grade3	

Salary | **Additional Earnings** | Benefits | Taxes
ⓘ

Scenario Plan	Version Working	Entity Sales US	Currency USD	
			Assumptions	Option
Sales Associate	UC001		Bonus Pay ▼	Option 1
Sales Coordinator	UC001		Overtime Pay	No Option

Salary | Additional Earnings | **Benefits** | Taxes
ⓘ

Scenario Plan	Version Working	Entity Sales US	Currency USD	
			Assumptions	Option
All Jobs	OWP_All Union Code		Medical Benefit ▼	Medical
	OWP_All Union Code		Fringe Benefit Rate	Fringe Rate
Sales Director	Default No Union Code		Car Allowances	Car Allowance
Sales VP	Default No Union Code		Car Allowances	Car Allowance

Salary | Additional Earnings | Benefits | **Taxes**
ⓘ

Scenario Plan	Version Working	Entity Sales US	Currency USD	
			Assumptions	Tier
All Jobs	OWP_All Union Code		FICA	No Tier ▼
Administrative Assistant	OWP_All Union Code		FUTA	No Tier

FTE and Headcount Analysis

Workforce planning let you manage your headcount within budget while still having the employee resources to meet your organization's strategic goals for growth and overall success. It is a crucial component to any organization to track budget expenses across different departments, job role and years.

FTE and Headcount Analysis
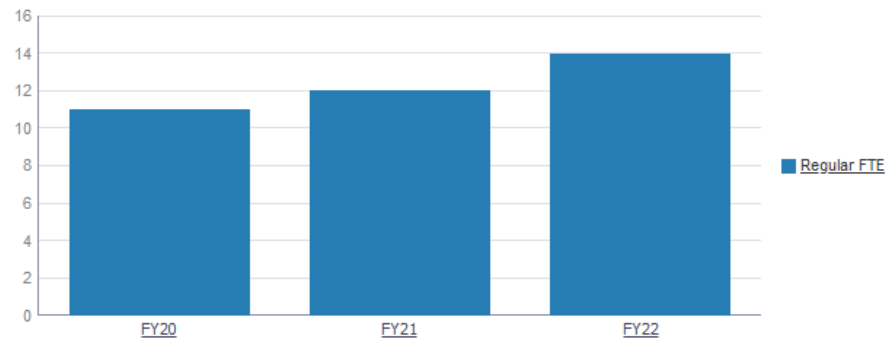
Save | Refresh

Scenario	Version	Entity	Currency	Project
Plan	Working	Sales US	USD	No Project ▼

Headcount and FTE Trend

Legend: Total Headcount, Total FTE

Regular Vs Contractor FTE

Legend: Regular FTE

Review Headcount and FTE

|		FY20 ⊞ YearTotal	FY21 ⊞ YearTotal	FY22 ⊞ YearTotal
Regular FTE	Administrative Assistant	1	1	1
	Sales Associate	5	5	5
	Sales Coordinator		1	1
	Sales Director	1	1	1
	Sales Manager	1	1	1
	Sales Ops Analyst	3	3	3
	Sales Support Associate			2
Total FTE	Administrative Assistant	1	1	1

Total Compensation Analysis

Multiple scenarios can be simulated by changing various drivers value and impact on Total compensation is assessed. The compensation analysis helps organization in forward looking planning and make sure the compensation expense remain in budget without comprising strategic objectives.

Total Compensation Analysis

| | | | | | | Save | Refresh |

Entity	Reporting Currency	Scenario	Version	Project
Sales US	USD	Plan	Working	No Project

Compensation Monthly Trend

Merit Increases

- FY20
- FY21
- FY22

FY20: 944.9K
FY21: 1,135K
FY22: 1,326K

Basic Salary

Compensation Analysis

	FY20 ⊞ YearTotal	FY21 ⊞ YearTotal	FY22 ⊞ YearTotal
Basic Salary	944,900	1,134,560	1,325,720
⊟ Total Salary	944,900	1,134,560	1,325,720
Benefit1	119,340	158,400	199,080
Benefit2	92,388	131,818	177,255
Benefit3	24,000	28,700	33,600
⊟ Total Benefits	235,728	318,918	409,935
Tax1	66,428	80,365	94,417
⊟ Total Taxes	66,428	80,365	94,417

Workforce Planning with Demographics

Demographic data is helpful with respect to HR planning and, more specifically, succession planning. These KPIs metrics track measurements to determine the value and effectiveness of HR strategies.
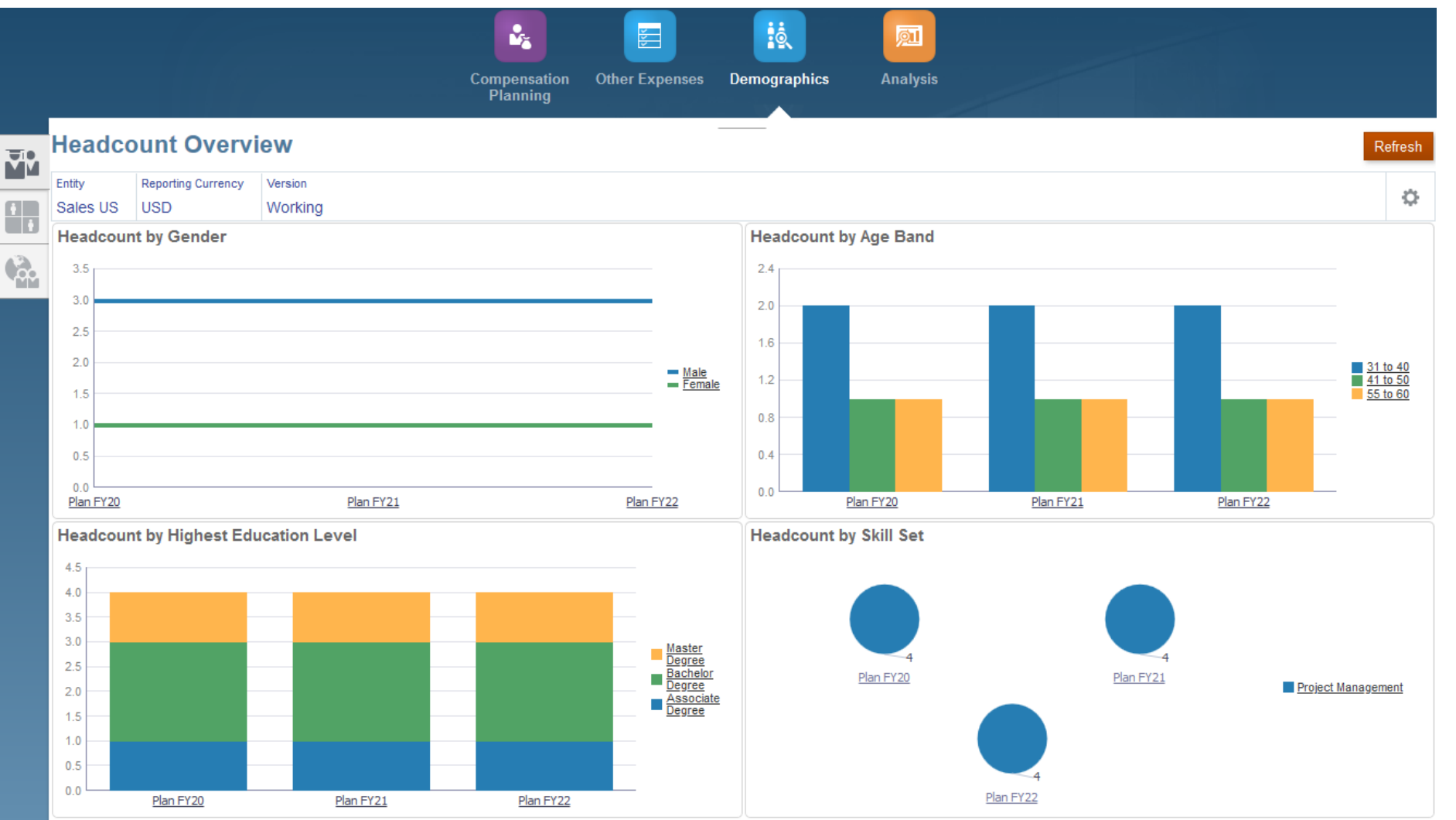
Linking Demographics with Workforce Expenses

Linking employee demographics with expenses helps to track expenses by Gender, Age Band, Education Level and Skill set. These metric are future used during mid year or ad hoc budgeting process. Alerts can be rendered when budget exceeds the defined limits and notify the respective owners.
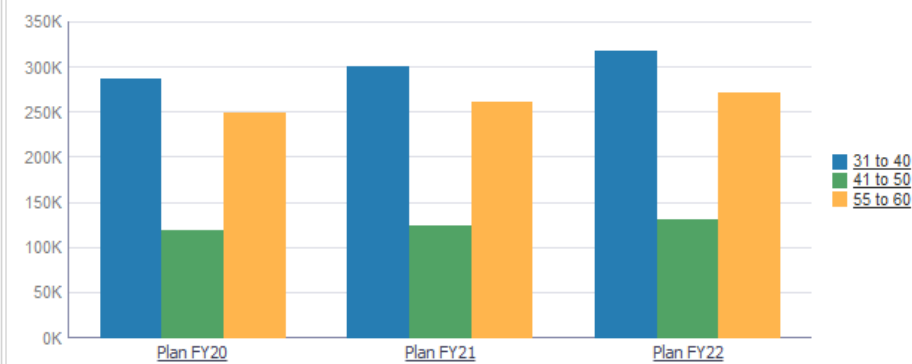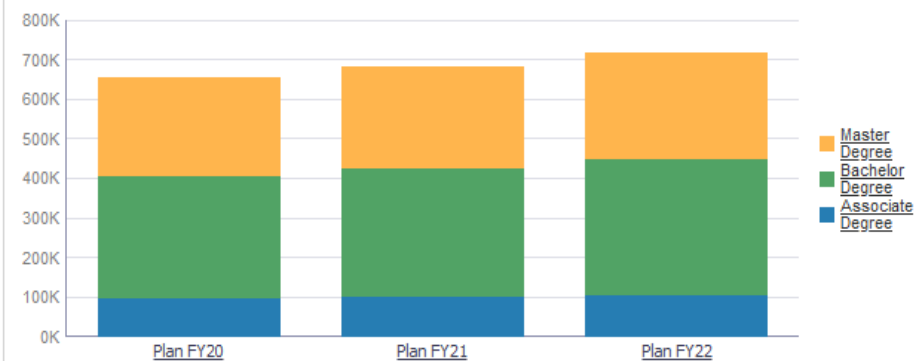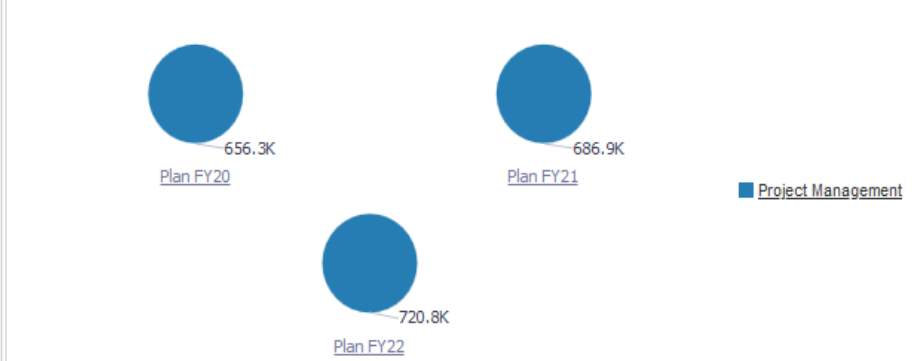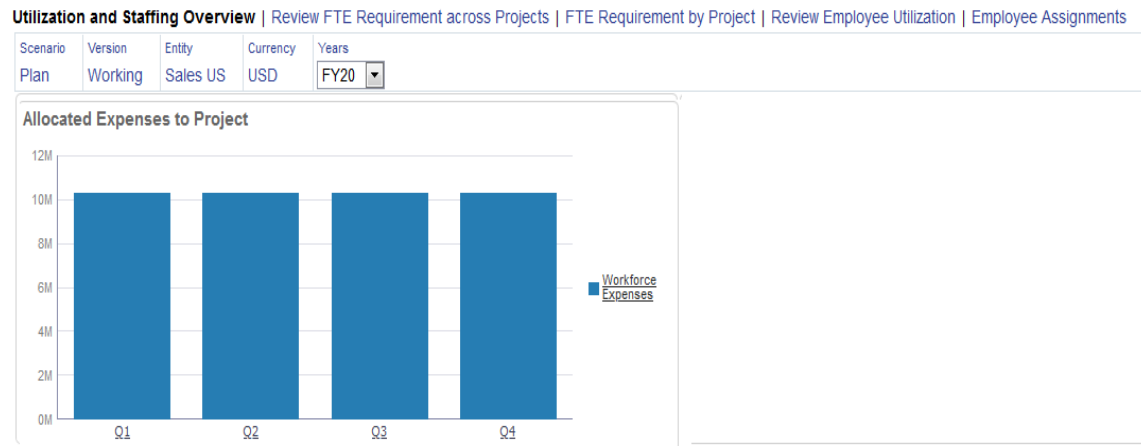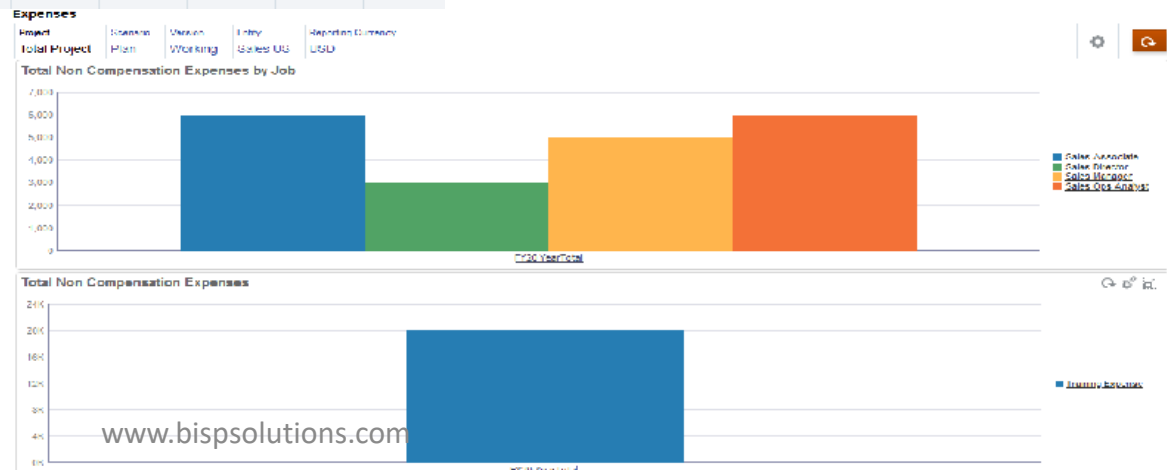
Other Key Features

Track employee assignment across Projects. Review FTE requirements by projects. Track most granular employee expenses by projects by time period.

Direct data input to non-compensation expenses i.e training or recruitment expenses. There expenses can be further classified by projects and individual employee.

Bar chart provide vivid comparison of compensation expenses and non compensation expenses.

Thank You

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