Unit4 People Planning & Analytics

Drive better decison-making

If people are your biggest cost, and also your best way to pay for that cost, then how do you bring your HR and Finance together?

Faced with the gig economy, changing workforces, work patterns, and international working; so, how can you plan and prepare for any challenges, from HR and beyond, that will shape your future?

More than ever the challenges HR face are being shaped by the people they look after. These challenges can include everything from mixed teams consisting of full-time and gig workers to diverse talent needs, changing workforce demographics, and home and international working.

Yet, for many organizations, people still remain their biggest cost and their biggest driver of success.

So how do you know you have the right people and that you're getting the most from them?

Bringing HR & financial planning together

Aligning your HR and financial-planning processes will give you greater insight and opportunity. Letting you drive better decision making with consistent and accurate data. To do this it's important to have a HR & FP&A solution that speaks the same numbers driven language at every stage.

> "41 % of organizations say making workforce decisions using analytics is important, but they are not taking action."
>
> PWC Survey – Preparing for tomorrow's workforce, today

What you can expect:

- Get a consistent overview of HR numbers for Finance & HR teams
- Make decisions with measurable impact on your organization's performance
- Connect & collaborate on planning at any level
- Find self-driving solutions with pre-defined content that can easily be adopted by all departments
- Always comply with corporate and legal privacy guidelines

Together your Workforce Planning, Analytics, Financial Budgeting and operational Business Planning can drive better decisions with better outcomes faster for your business.

Integrating these functions helps make your organization more flexible and responsive to sudden or unexpected changes across the business. Freeing you from time-consuming Excel spreadsheets or struggling with non-integrated tools with complex and inflexible HCM functionality found in many standard ERP software solutions.

All working to give you fully measurable HR projects and initiatives. Helping you understand how HR supports growth strategies, mergers and acquisitions, globalization and new product development ambitions. Making the ability to plan on an employee or contract level with analysis of KPIs, all vital for driving your business in the future.

But what kind of solution offers all this?

Our People Planning & Analytics solution

Unit4's connected People Planning & Analytics solution helps your people drive your business and HR strategies more efficiently. Making every day easier and reducing the amount of pointless or repetitive tasks you face.

It's highly adaptable and able to integrate with any third-party ecosystem applications you have. Instantly giving you the data you need to make better decisions.

All helping to make Workforce Planning smoother, simpler and more collaborative. Every element of Unit4's self-driving solution helps you lead your people and quickly adapt to changing business conditions.

And our advanced analytics make sure you always have the right people to achieve your company's strategic goals. Quickly able to see shortfalls or overallocations of people and explore the details of every person involved.

While dashboards like FTE movement schedules or diversity analytics show you exactly where your HR organization stands. Also, it's easy to set up and takes no time to make reports on things like KPIs accessible to any relevant audience.

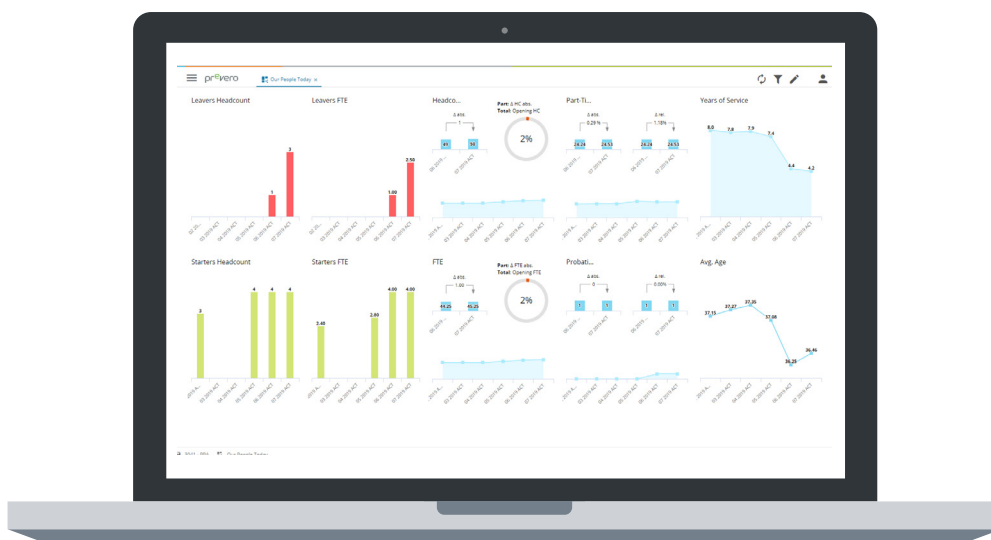Say hello to the future of HR planning and analytics.

Figure 1: Dashboard - Our People today

Unit4's People Planning & Analytics solution comes with:

- Workforce planning per employee, organization and vacancy
- Workflow-supported planning, status checks and process documentation
- AI-supported automated data entry checks
- Business Intelligence for HR-related and financial KPIs
- Diversity analytics and SLAM analysis with multiple dimensions
- Skill matrix
- Pre-built forms & individual dashboards
- Rich graphical and highly interactive representations
- Easy management of individual user rights (e.g. according to GDPR)
- Integrated Unit4 HCM solution that also works with any legacy ERP and HR system

Customer Impact

"Since we introduced Unit4 Prevero, we've managed to save an average of 2 working days on the preparation and delivery of our HR reporting. In addition, we're able to process HR data for our business planning much faster, which saves us another 7 working days."

Dirk Schneidereit Service Center for Finance & Accounting/FP&A Diakonie im Kirchenkreis Recklinghausen

UNIT4

In business for people