Unit4 People Planning & Analytics

Maximize organizational growth with unified financial and human resource planning

If people are your most important asset but also your biggest cost, then how do you combine your HR and Finance data to maintain a balance between workforce costs and growing organizational revenue?

Faced with the growing gig economy, changing workforce demographics, work patterns, and international and remote working, how can you plan and prepare for the challenges, from HR and beyond, that will shape your financial future?

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

> **"72% of respondents either use or plan to adopt workforce planning in the next 24 months."**
>
> **Dresner Advisory Services,** Workforce Planning and Analysis Market Study 2023

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

UNIT4
In business for people

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 an 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. This makes every day easier and reduces 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 overallocation 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.

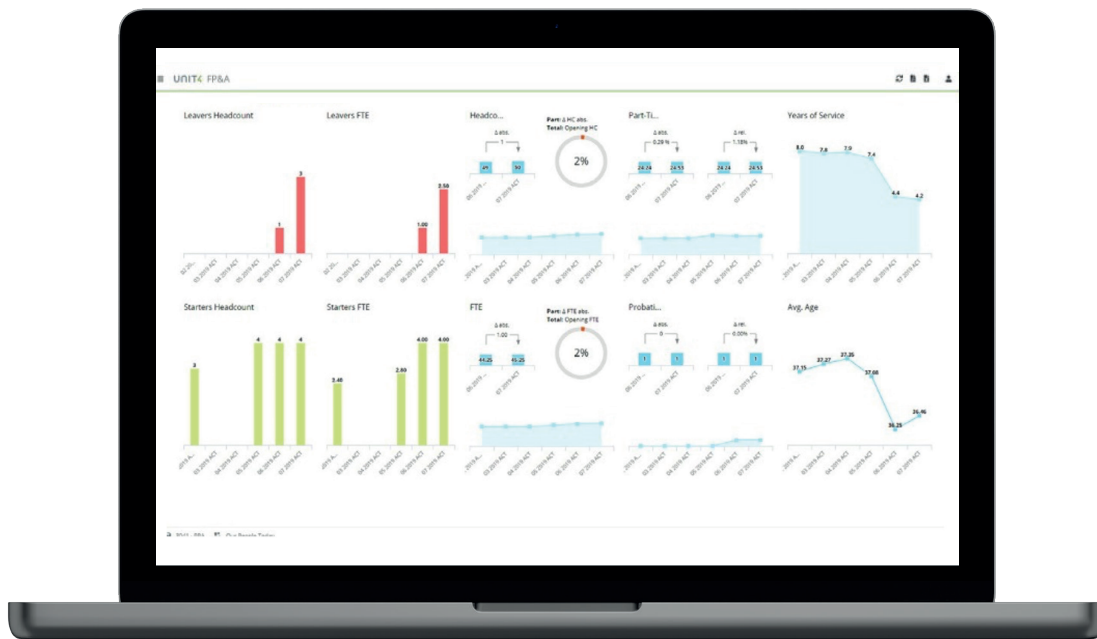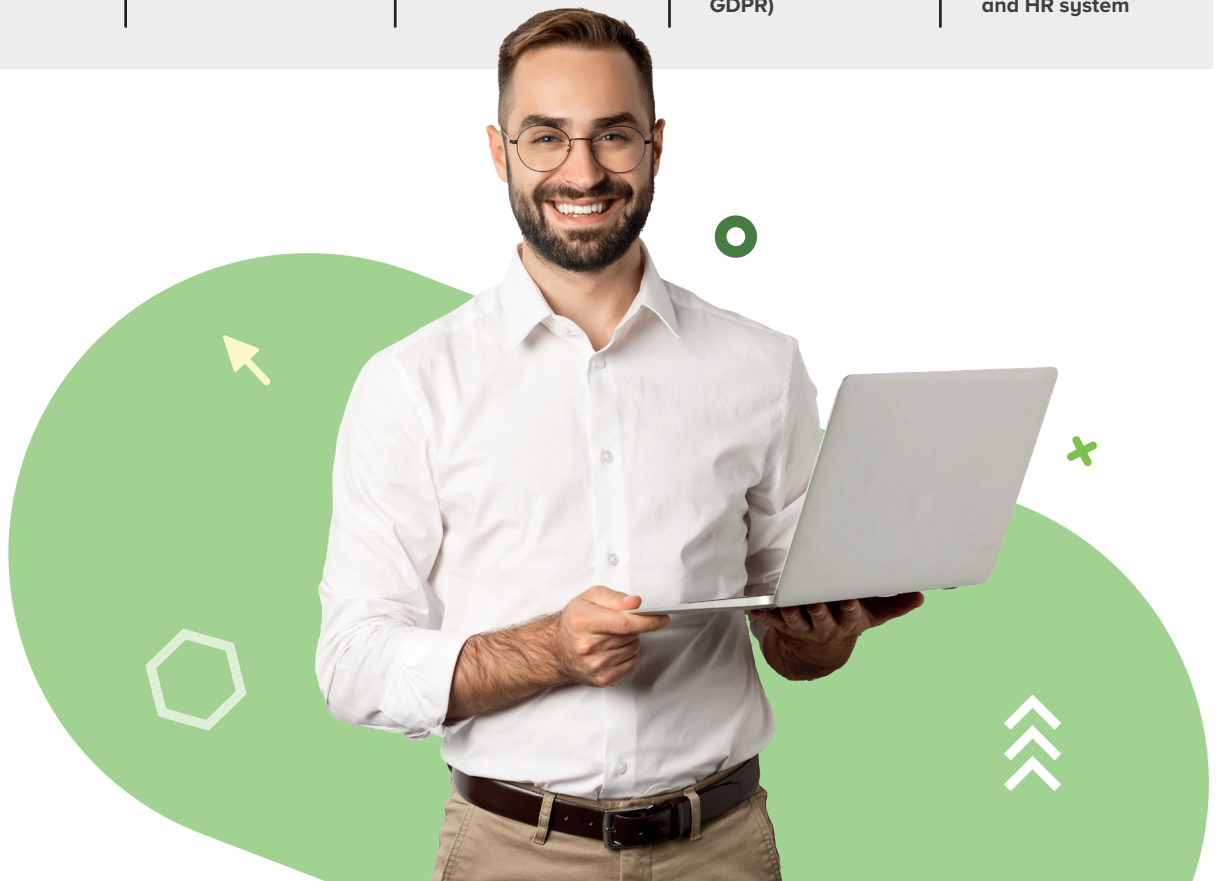Say hello to the future of HR planning and analytics.

Figure 1: Dashboard - Our People today

> **"Since we introduced Unit4 people planning & analytics, 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'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

UNIT4
In business for people