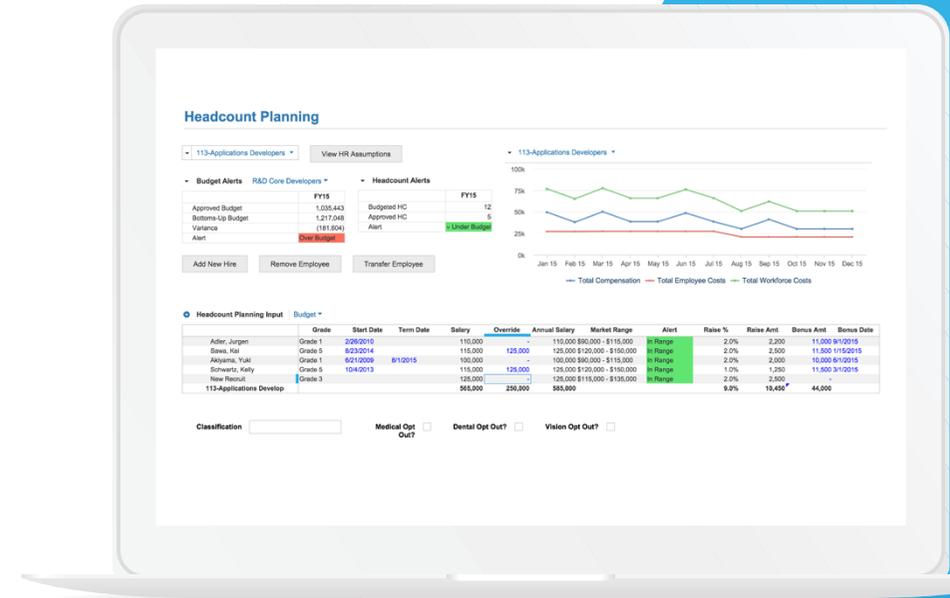




# Headcount and Payroll Planning

Headcount is expensive. It comprises as much as 80 percent of annual company expenses, so getting the headcount budget right is important. Anaplan takes the planning process out of spreadsheet silos and puts it into one dashboard—enabling Finance to track actual and forecasted headcount with the right workforce planning tools to plan accurately.



## Align people headcount and payroll budget.

Show a single, complete, and accurate view of your people and costs, and feed in up-to-date headcount and financials from your transactional system. Plan and model scenarios at a level of detail that helps you effectively make necessary business decisions around workforce capacity planning.

## Access unlimited scenario planning.

Monitor your actuals to plan and adapt as needed. Continuously model “what-if” scenarios as the business changes and see the results ripple downstream to the detail level in real time.

## Track actual and forecasted headcount to plan to stay on top of financial targets.

Manage for changed business conditions, internal needs, or external reporting requirements.

## KEY BENEFITS

- Align your people headcount and payroll budget plans
- One view for everyone that shows a complete and accurate view of your people and people costs
- Feed in up-to-date headcount and financials from your systems of record. Eliminate the need for manual entry
- Add, transfer, and adjust individual headcount across and between hierarchies (departments, regions, projects, etc.). Scenario plan for consolidations or new initiatives that impact workforce hierarchies
- Plan and model scenarios at as granular a level of detail as needed to effectively make necessary business decisions around headcount



Pandora, the leading internet radio service, is redefining radio by revolutionizing the way people discover new music while listening to their favorite artists and tunes. Pandora deployed Anaplan in just 3 months for its long range planning, monthly reporting, financial reports, and workforce planning in an integrated workspace.

“Anaplan allows us to work with most of the flexibility that Excel offers but in a structured manner so that we can collaborate on a model in real-time”

JARED WATERMAN, VP, FP&A

## Key Features

**Business alignment** Use a library of KPIs, or build your own, to test and identify the right drivers for predicting your workforce needs. Govern the workforce planning process with policies, budget constraints, and best practices built into your models.

**Unlimited “what-if” analyses** Employ unlimited driver-based scenario modeling to see, for example, the impact of headcount changes, organizational changes, any compensation or incentive changes, by department, skill set, experience, or other drivers.

**Complete model for direct and indirect headcount and payroll planning** Customize employee parameters such as cost center, entry date, exit date, job change with date, and salary rise using Anaplan’s complete set of workforce planning tools. Calculate FTE and payroll items according to job class and function.

**Flexible personnel planning at the group, job role, or individual level** Calculate monthly payroll, including premium, 13-month premium, and mid-June premium. Add, transfer, and adjust individual headcount across and between hierarchies (departments, regions, projects, etc.).

**Scenario plan for consolidations or new initiatives that impact workforce hierarchy** Add new hires on-the-fly. Prepackaged to include direct payroll element – automates key calculations (FICA, FUTA) of benefits and salary for fast, accurate, consistent plans

**Pre-built app designed for business users** Activate a purpose-built app with built-in best practices offering one-click provisioning from the Anaplan App Hub. No technical knowledge and skills required to implement and deploy. Modeled after best practices that you can easily modify to meet your specific process flows and drivers to accelerate your deployment time to value.

**Excel®-like formulas and immediacy** Easy-to-use Excel-like formula builder to configure workforce policy rules using familiar Excel formulas and syntax.

**Data integration (import and export)** Feed in data from your HR, Finance, and LOB transactional systems or third-party sources automatically to surface the workforce analytics you need. Use a range of integration tools from flat file import / export to pre-built connectors (CRM, ERP, HRIS, BI, etc.). Built on one common platform to enable integration across all applications in the business.

**Dashboards, reporting, and analytics** Enjoy built-in dashboards, reporting, and analytics with data visualization (charts, graphs, maps, etc.). Integration with Microsoft Office Excel®, Word®, and PowerPoint® to provide productivity and efficiency in reporting when delivering presentations or reviewing performance and metrics.

**Top security and reduced IT costs** Single, continuously monitored multi-tenant cloud platform and infrastructure. Includes role-based security, user management, single sign-on support, disaster recovery and full data encryption.

**Audit trail** Maintain history of workforce definition and assignment rules through effective dating, versions, and audit tracking.



### About Anaplan

Anaplan is driving a new age of connected planning. Large and fast-growing organizations use Anaplan’s cloud platform in every business function to make informed decisions and drive faster, more effective planning processes. Anaplan also provides support, training, and planning transformation advisory services. To learn more, visit [anaplan.com](https://anaplan.com).