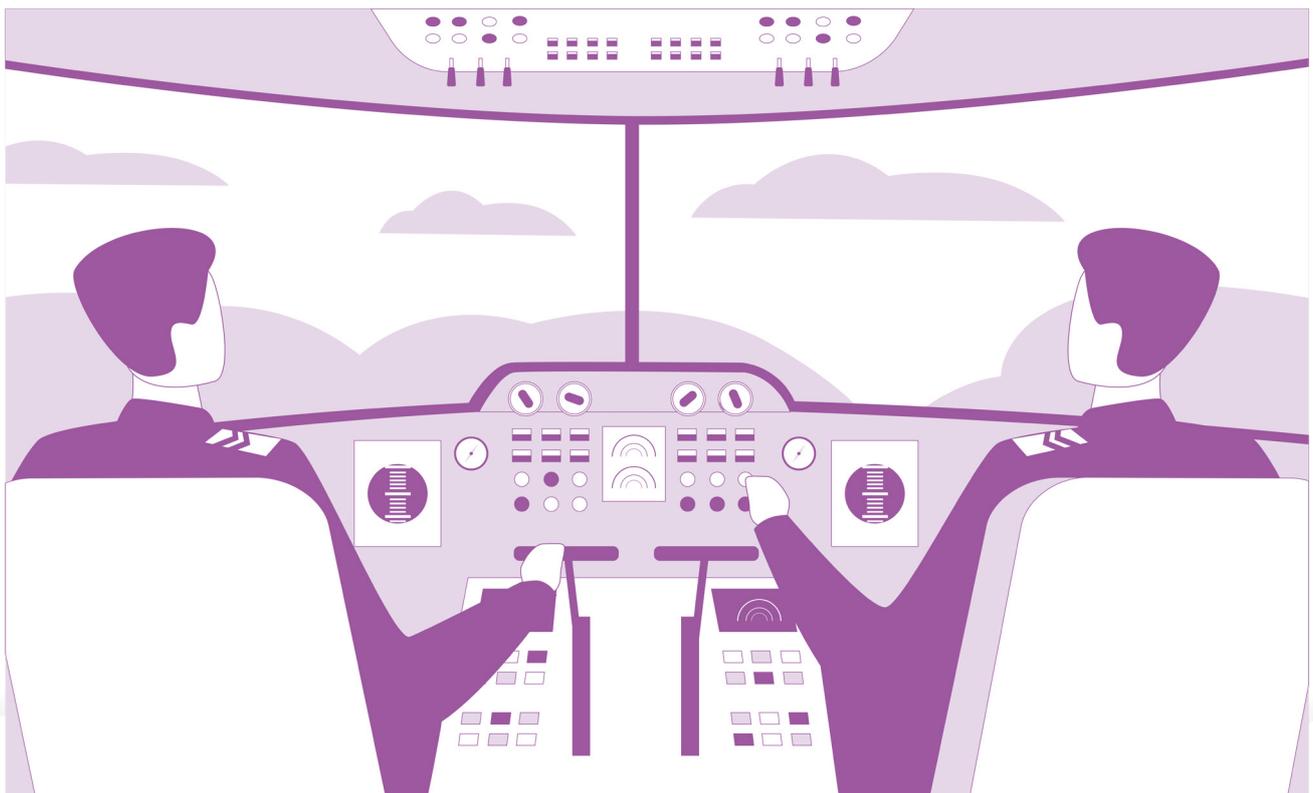# MANAGEMENT-COCKPIT

FOR AGILE PERSONNEL COST PLANNING

MANAGEMENT-COCKPIT

for agile personnel cost planning

When it comes to personnel cost planning, various companies are still flying visually but without modern navigation tools. In many places, attempts are made to organize planning with the help of static, manual and error-prone Excel tables. At this level, one works with quickly outdated and sometimes incomplete data and tries to derive a meaningful conclusion for the business from a multitude of individual values. Not only does the quality of the information leave a lot to be desired, but the core values can hardly be captured quickly. For this reason, modern personnel cost planning is enormously important in order to make one of the largest items in the total costs of a company both economical and meaningful.

QVANTUM has solved this problem with the help of agile, comprehensive and highly automated personnel cost planning. Management cockpits in the form of dashboards are now also available for management, human resources or controlling. This allows the cumulative core data to be visualized quickly in order to make decisions agilely and with valid information. QVANTUM implements the management cockpit for personnel cost planning in two different ways: As of now, customizable standard dashboards from QVANTUM are available specifically for personnel cost planning, as well as interfaces with which the plan data can be transferred to existing Business Intelligence systems (BI systems).

Increasing cost pressure, the shortage of skilled workers and the associated long lead time for recruiting new employees as well as the constantly changing market situation do not make personnel and personnel cost planning easy. Requirements due to new orientations of a company or fluctuations in workload in different departments demand maximum flexibility from an HR and personnel department - while maintaining maximum personnel efficiency for the company. Tools such as Excel, which used to be used for cumbersome, manual and therefore error-prone planning, have long since become obsolete in this area. For agile personnel cost planning today, it is important to have a solution that is easy to use by all parties involved, that meets the compliance requirements of all personnel-related data and that, above all, delivers valid planning data in real time. This is exactly why QVANTUM and its partner HR Metrics Consulting have developed QVANTUM Personnel Cost Planning in addition to its enterprise planning ecosystem.
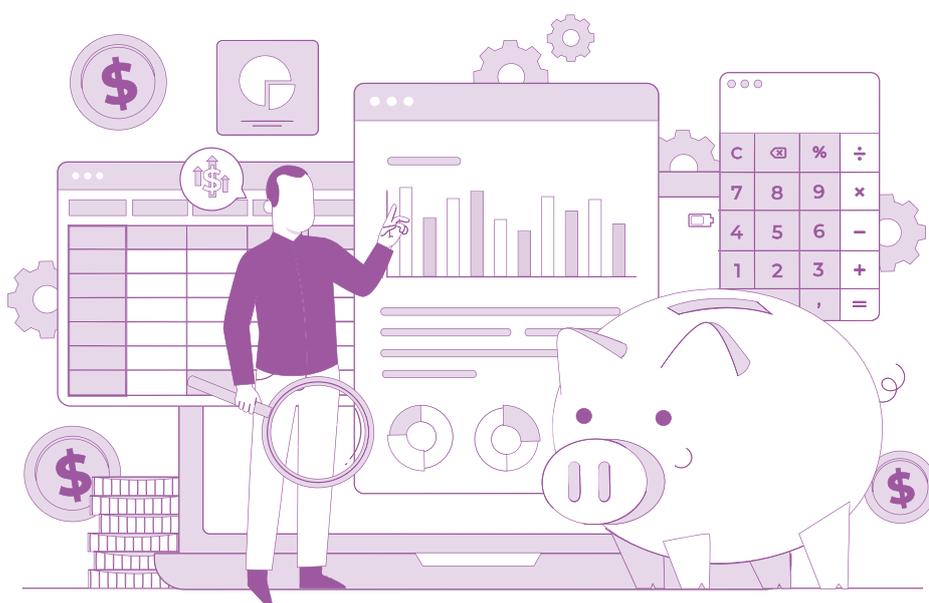
Detailed and at the same time meaningful at first glance

Employees in companies who are either based in HR or have personnel responsibility in the specialist departments have very different needs for personnel cost planning. While the central HR department has to and wants to work with extensive details in personnel cost planning, HR managers in other departments, for example production, have completely different requirements. With QVANTUM's solution, companies achieve several goals at once: agile personnel cost planning, agile personnel resource planning - both strategic or operational - as well as the important automated HR controlling, which as an operational interface builds the bridge between a personnel or HR department and the financial area of the company.

Where individual data records used to be scattered throughout the company or in different applications and were often not linked to each other, cost centers and cost types, for example, or automatic calculations of social insurance, vacation pay, Christmas bonuses and much more can now be brought together in a central planning platform. In addition, further data from other, specialist applications can flow directly into the planning solution via interfaces. This means that automatic calculations such as target/actual comparisons, as well as reports such as sickness rates or fluctuation rates, are available at the push of a button and are always up-to-date - both for HR and for other specialist departments involved in planning. At the same time, the QVANTUM planning solution ensures the necessary compliance so that certain personnel data does not get into the hands of employees who are involved in personnel cost planning but do not have the authorization to view all data.
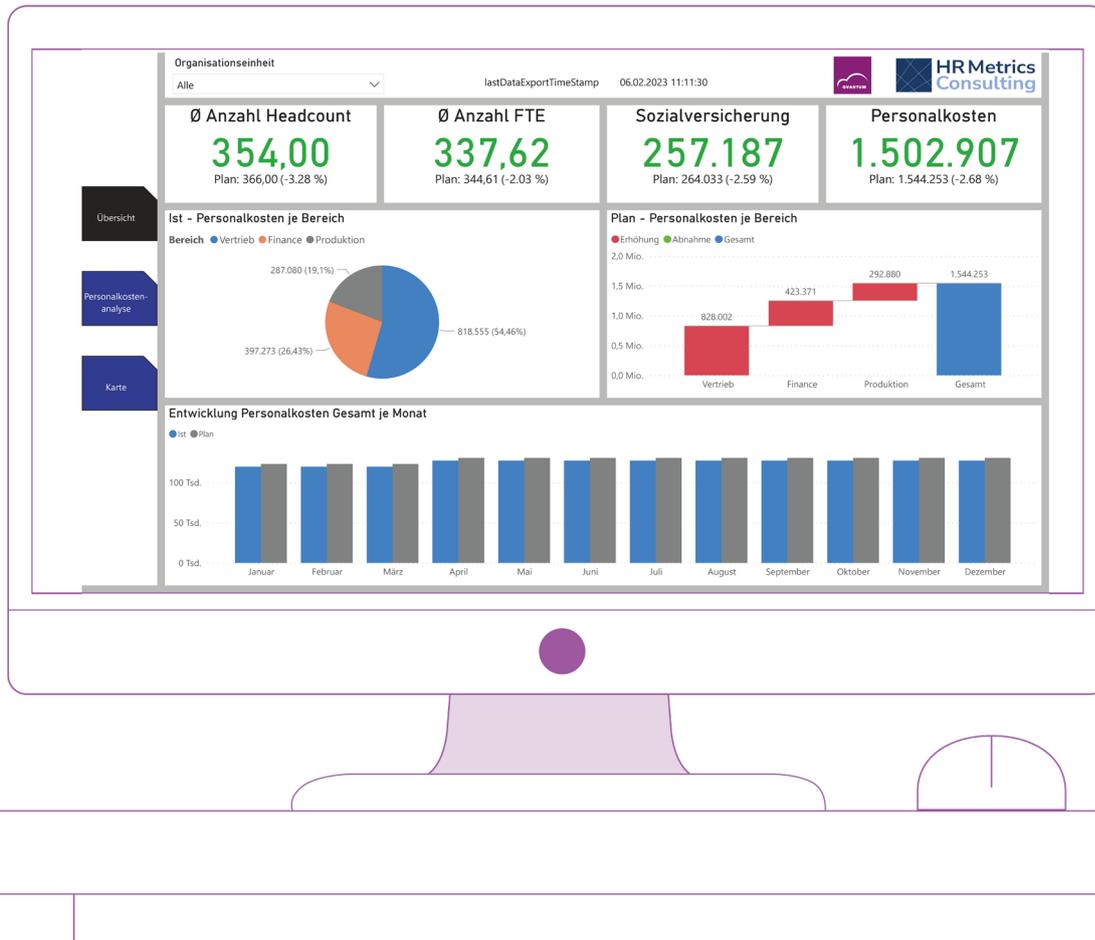
Precisely because personnel cost planning involves working with a great deal of detailed data, senior HR and personnel department employees, controlling, planners and, of course, management need tools to quickly record the current status and deviations from the plans on the one hand, and to further develop the planning in an agile manner on the other. Ideally, therefore, a solution would extend a classic HR system with digital personnel cost planning at the push of a button and automatically display all relevant data in a central HR controlling dashboard. QVANTUM has developed its dashboards precisely for this purpose, on which the most important key data of personnel cost planning is consolidated and made available in graphical form. The key here is that the figures are not manually transferred from the planning tool into rigid visualization tools such as PowerPoint and are thus only meaningful at a certain point in time. Rather, managers need dashboards that automatically display the current status in real time. Only then are management cockpits a useful aid for personnel and corporate management or, for example, for controlling in the company.

Standard dashboards versus BI interface

A consolidated and graphical representation of plan data has various advantages. One of the most important of these is that those responsible for personnel cost planning know the status very precisely in a very short time. Even more important in many companies is scenario planning, which is prepared in direct correlation with data from controlling. These plans help management to make the right decisions for the future of the company, and personnel costs carry considerable weight in this context. It is also conceivable that the company is doing very good business, which in turn has a direct impact on personnel cost planning.

The decisive factor is that executives and management receive a status at any time, very quickly and, above all, in a way that is easy to understand, without having to know the detailed data of the individual plans.

Quick visualization of plan data with standard dashboards

With the help of the QVANTUM standard dashboards, companies and those responsible have the optimal management tool at their fingertips. The personnel planning dashboard is directly based on the QVANTUM personnel cost planning and always obtains current data from the planning at the exact time it is used. Easily and quickly recordable plan data in real time, target/actual comparisons or comparisons to previous plans are available with the QVANTUM Dashboard. The dashboard is already preconfigured and all basic functions and displays are available right from the start. Of course, the dashboard can also be customized to specific requirements and display wishes of the company... No help from IT experts is required for customization. The intuitive structure of the dashboards even makes it possible for customizations to be created by the company itself.

Personnel cost planning integrated with BI tools

A visualized representation of business key figures is nothing new in many companies. BI tools are often used to consolidate information from production, sales or controlling and present it in a way that can be quickly grasped. Interestingly, BI tools are rarely used in the personnel or HR department. This is due, for example, to the fact that HR often works with specialized software that has little in common with other cross-company applications. In addition, many HR departments use special services such as those from DATEV, which have little native proximity to BI tools.

Personnel cost planning from QVANTUM can now close this functional gap. The solution builds a bridge from the personnel and HR department and their specialist applications to BI tools that are available in the company. The advantage: Existing BI tools that are continuously used in other departments, including existing licenses - for example, Power-BI as part of Microsoft 365 - are also used for the management cockpits of personnel cost planning. Via fully integrated interfaces from QVANTUM, the data from personnel cost planning is transferred directly to the BI tools in an agile manner. This means that the data from personnel cost planning is transferred in real time via the interfaces to the management cockpits of the BI tools, providing management with valid data and information at all times. What's more, the core data from personnel cost planning in the BI tools can be correlated with additional data from various company departments, which ultimately leads to a cross-company management information tool.

Successful enterprise management via dashboards

Many companies are successful because they have adapted to the changing situation over the last few years. This includes, to a large extent, agility, a rapid response to market changes or, ideally, preventive management that anticipates changes and has defined the right flight paths even before they occur. This is only possible if the company has the necessary information. Even more important, however, is that the company's management, specialist departments and controlling draw the right conclusions from the mass of data. This is only possible in a targeted manner if the most important data is always up-to-date and correlated with the appropriate references to each other. This is exactly what QVANTUM's developers and experts have developed the dashboards and interfaces to other BI tools for. So there is no reason to be only on visual flight instead of being on the road with state-of-the-art cockpit equipment.

About QVANTUM

QVANTUM is the German cloud solution for agile, operational business planning. The solution provides valid planning data to companies at any time - automated, cross-departmental and with a maximum of usability. QVANTUM replaces manual and inefficient planning processes. With QVANTUM, companies take their operational planning and the associated processes to the next level.

QVANTUM enterprise planning is widely used by German and international organizations, including SALOMON FoodWorld, ONSKINERY and Coop Mineraloel, among others. QVANTUM is the ideal corporate planning solution for organizations of any industry and size.

Learn more at **getqvantum.com**

About HR Metrics Consulting

HR Metrics Consulting, based in Freiburg im Breisgau, Germany, supports companies in the digitalization of their processes in HR and controlling - with a focus on personnel cost planning/management and HR controlling. In cooperation with QVANTUM, HR Metrics Consulting has developed the QVANTUM Personnel Cost Planning enabling companies to have complete control over their personnel costs at all times.

You have questions? Get in touch!

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