



CHECKLIST

PERSONNEL COST PLANNING



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WHAT YOUR PERSONNEL COST PLANNING NEEDS TO DELIVER

Economic upheavals, rising energy and raw material prices, collapsing supply chains, inflation and nervous financial markets are challenging corporate management and controlling more than ever before. In this field of tension, it is essential to manage the company in an agile manner and to keep a close eye on costs. Personnel costs are almost always one of the largest cost blocks. With QVANTUM's agile personnel cost planning, companies have the opportunity to optimally control this area - across companies and perfectly adapted to the requirements of management, controlling, HR and all other planners. Companies should act now and adapt personnel cost planning to today's requirements.

You can find out if your company is well equipped for efficient, accurate, fast and effective workforce planning by asking the following questions:

» Business requirements for personnel cost planning:

- Is the current personnel cost planning able to quantify concrete personnel measures so that you can decide which are the right measures for your company?

- Can your workforce cost planning be done quickly to be agile and responsive?

- Can you create personnel cost planning with minimal resources and keep it continuously up to date?

- Are the planning data accurate and only subject to a minimum of vagueness or estimates in order to be able to react soundly and validly to a dynamic business?

» Requirements for the agile use of a personnel cost planning system in your company:

- Does your personnel cost planning have a high degree of automation, for example an automatic mail dispatch to all planners in the company, i.e. also to all specialist departments?
- Are you able to quickly and efficiently perform personnel cost planning outside of planning cycles with your current processes and solutions?
- Do you have full control over the plan-actual deviations at any time and not only at the end of a planning cycle or even at the end of the fiscal year?
- Can you tell at any time where in the company which personnel costs are incurred in what amount and for which wage/cost type?
- With your current processes and solutions, do you have the ability to view and compare previous personnel cost plans at any time?
- Is it possible for you to plan in scenarios in the current personnel cost planning to anticipate changes in the markets, for example?
- Can you actually control personnel costs with your planning process, not just view them?
- Can you plan for cost centers and cost elements/wage types with the current personnel cost planning processes?
- Are automated calculations possible, such as for social security, vacation pay or Christmas bonuses?

» Data security and data protection requirements for personnel cost planning

- Can the authorizations for viewing detailed personnel data be controlled centrally for the respective organizational unit and KOA?
- Is the data for your personnel cost planning stored in accordance with the rules of the DSGVO and, above all, also protected?
- Should you work with cloud services, is the data for personnel cost planning verifiably protected at the provider and is the data located on German soil?
- Does your current personnel cost planning process provide a consistent and traceable process for approvals, including from all departments involved?
- Is planning data with sensitive content stored on uncontrolled storage devices or even sent insecurely via e-mail (possibly even to the home office)?

» Technical requirements for personnel cost planning

- Is it possible to adjust personnel cost planning models even during planning?
- Can your existing processes easily transfer or import data from previous and legacy systems or existing solutions without much effort?
- Can your current workforce cost planning be networked, integrated, and highly automated across multiple sites or countries?
- Can you and your decision-makers adapt personnel cost planning to your individual requirements without outside help or IT consultants - even at short notice?
- Does your current HR cost planning interact directly with other solutions, such as BI tools (e.g. Microsoft Power BI, Tableau or Qlik), without media discontinuity?
- Are the processes and the functions of your current personnel cost planning documented in such a way that they can be used and adapted by more than just individuals?
- Is your personnel cost planning based on a central database that is consistently up-to-date, or does data from different silos have to be merged?

It's time for controlled capacity to act

Agile and continuous workforce cost planning helps your organization solve the problem of outdated and manual tools. Operational personnel cost planning with QVANTUM enables management, HR managers, controllers and decentralized planners to manage your FTE (Full-Time Equivalent) and personnel costs effectively, efficiently, quickly and accurately - incorporating expertise from all areas of the company. With QVANTUM's solution, you eliminate the classic, highly inaccurate principle of top-down planning, which is not suitable for true control of personnel costs. In addition, this solution gives you the chance to finally do without the many distributed Excel plans, their error-prone processing as well as later consolidation.

Even if you answered only a few of the questions with „no“, agile personnel cost planning from QVANTUM is almost certainly the right solution for you to be able to react quickly and confidently in business, to significantly increase the quality of planning, and above all to eliminate time-consuming and error-prone manual planning. Contact us and we will show you in a few steps how you can optimize your personnel cost planning.



You have questions? Get in touch!

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