

SAP® SuccessFactors® Workforce Planning: Plan the Optimal Workforce to Achieve Your Business Objectives

Do you have workforce plans to meet increasing competitive pressures, digitalization, and rapidly evolving business and organizational strategies? Are you experiencing a high degree of turnover with your top talent?

A Comprehensive Solution

The SAP® SuccessFactors® Workforce Planning solution offers you a comprehensive workforce planning solution that includes both strategic workforce and operational headcount planning (see Figure 1). With strategic planning, you can develop strategies that help ensure you hire and retain the right talent for years to come. Plus, with operational headcount planning, you can plan for changing organizational needs and transform this traditionally once-a-year process into an ongoing planning practice.





Figure 1: The Key Capabilities of SAP SuccessFactors Workforce Planning

Powerful Strategic Workforce Planning

With strategic planning, you can view, assess, and design your workforce to support your organizational strategy and goals through five simple steps, as seen in Figure 2:

- Create forecasts: Project the composition and size of your future workforce. Conduct demand modeling and internal supply forecasting, and identify gaps across critical job roles.
- Conduct risk analysis: Identify workforce risks so you can take necessary precautions to prevent those risks from negatively affecting your business.
- Develop strategy, see impacts, and build cost models: Create what-if scenarios and quantify their outcomes. Compare the financial results of hiring, development, and retention strategies. Take advantage of our “strategy bank” to develop interventions and visualize the associated impacts and costs.
- Assign action and accountability: Incorporate workforce planning into your overall corporate strategies, and determine how to measure success. Assign accountability for implementation and communication of results.



Figure 2: Five Steps in Strategic Workforce Planning

Operational Headcount Planning

Operational headcount planning enables you to respond to changing business conditions and makes workforce planning a continuous process. With support for operational headcount planning, as shown in Figure 3, you can:

- Align guidelines with budgets: Create headcount plans and enable managers to cascade them to additional departments or cost centers by creating subplans.
- Empower managers to refine their own headcount plans: Managers can use current positions defined in the core HR system (for example, the SAP SuccessFactors Employee Central solution), and plan for additional or fewer positions. Once you have approved the planned positions, the information flows back to the core HR system.
- Gain visibility into workforce plans: Know what the hiring forecast looks like so you can plan accordingly and be proactive with your hiring processes.



Figure 3: Support for Operational Headcount Planning

For More Information

To learn how SAP SuccessFactors Workforce Planning can help in your strategic workforce and operational headcount planning, contact your SAP sales representative or visit us online. https://www.successfactors.com/en_us/solutions/analytics/workforce-planning.html

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