# 5 steps to more effective workforce planning

HR, finance, and operations must work in lockstep to hire and retain the right talent. However, hurdles such as new requirements, manual spreadsheet planning, and a lack of data analytics can hinder successful workforce management.



A modern workforce planning process can make all the difference. Here are 5 steps to take:

#### **Back up decisions with ROI** Show ROI for every dollar spent

Only of HR professionals believe their organization is good at analyzing HR and business data before making decisions.1

### Align top-level priorities with **HR** initiatives

Ensure the right people are in place to fulfill organizational needs.



# Use data to limit turnover

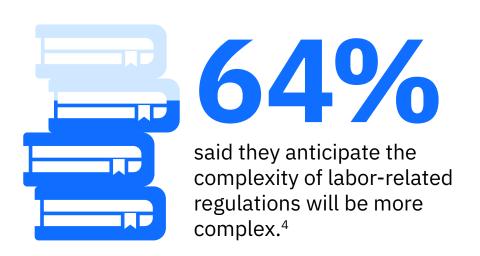
Identify indicators of employee satisfaction to reduce attrition.



Almost half of HR leaders say employee burnout is responsible for up to 50% of annual workforce turnover.3

# **Ensure compliance in all** processes

Using spreadsheets increases risk of compliance breaches.



# **Pivot in real-time to** meet changing demand

Agility is required to respond in real-time to staffing demands.

of HR professionals report that "agility and collaboration" are critical to their organization's success.<sup>5</sup>

# With a powerful modern planning and analytics solution, you can:



Access self-service data modeling to gather insights



Connect data sources to generate an integrated plan



Collaborate on plans and create one version of truth with HR, finance, and operations



Use what-if scenario comparisons to help guide decisions



Automate quick and easy changes across all your plans



Find out how IBM Planning Analytics can put your workforce planning on the right track.

Isometric people Designed by Freepik