



# CCH TAGETIK SMART NOW WORKFORCE PLANNING

## Optimize Your Human Capital By Putting Your Workforce Data to Work

The CCH Tagetik Smart NOW Workforce Planning app helps you manage your existing workforce — and optimize it based on the possible scenarios. Running on the CCH Tagetik Finance Transformation Platform, powered by Analytical Information Hub, the solution taps into the data, plans, processes centralized in our one trusted source, while providing you with highly sought-after workforce planning capabilities.

Using pre-built templates easily set rules to project individual employee compensation, accurately reflect future expenses by department, and manage global and local assumptions — without IT intervention. The result? More accurate expense projections, a finessed understanding of requirements, and workforce decisions made with a 360-degree view of the organization in mind.

## CCH TAGETIK SMART NOW WORKFORCE PLANNING

### FAST & ACCURATE PLANNING

Project payroll expenses quickly and precisely. By leveraging our powerful data engine, the Analytic Information Hub, the solution enables you to plan wages, taxes, benefits, project payroll expenses, determine employee costs, develop compensational models and adjust to changing human variables.

### PRE-DEFINED REPORTING TEMPLATES

As with all of our pre-built solutions, this solution comes complete with a suite of standard reports specific to workflow planning needs. With the click of a button, they automatically refresh with your latest results.

### FORECAST WORKFORCE NEEDS

Analyze your central repository of employee data on both the individual and global level. Easily plan at the individual employee level and by department. Whether that's planning labor for new hires, transfers or promotions you can manage day-to-day workforce needs, plan for the future and respond to the unexpected with the full picture of impacts in mind.

### QUICK SIMULATIONS

Instantly forecast, re-forecast, and simulate the effects of potential scenarios across your business. When time is of the essence, real-time simulations allow you to play out the operational and financial impacts of various drivers so you can make the best decision, confidently.

### POWERED BY THE ANALYTIC INFORMATION HUB

This app is powered by our data engine, the Analytic Information Hub, provides granular operational driver based planning, boosts performance, manages vast volumes of financial and operational data, speeds up calculations, and produces results in real-time.

### BEST PRACTICES, REDUCE IT DEPENDENCY

Pre-built logic using consistent standardized practices, to save customers time and reducing the need to start from scratch. The app has been developed using knowledge gained by implementing workforce solutions for over 10+ years. With its user-friendly front-end, Finance can manage the solution, without depending on IT.

*"Accurate workforce planning is a key priority for our customers. Based on our proven experience, we've created an innovative solution that will deploy quickly and easily to meet our customer needs."*

**Anthony Marzetti**

VP Product Management  
CCH Tagetik

### Why CCH Tagetik?

- **Finance Owned:** Purpose built to be maintained by Finance, reducing TCO and dependency on IT.
- **Unified CPM Solution:** Consolidation, Planning, Reporting and Disclosure in one solution.
- **Reliability:** Our implementation team consistently delivers.
- **Cloud without Compromise:** On premises. On cloud. One solution. The choice is yours.

## Addressing Common Workforce Planning Challenges

- **Accurate Projections:** Quickly and precisely calculate projected payroll to fine-tune expenses and produce a more **favorable** result on the P&L.
- **Changing Requirements:** Update the assumptions and calculations that impact payroll costs, including new calculation logic, what-if scenarios, number of planning years.
- **Security and Sensitive Information:** Restrict which users can view an individual's information to ensure private information like base salary, variable compensation, merit increase stay confidential.
- **Cost and Time:** Lower your TCO with seamless integration. Save time with high-powered data processing, automation, and a centralized data source.

## Features

**Salary and Benefit Planning:** Plan payroll and benefits at the individual employee and department level. Calculate annual salary for both salaried and hourly paid employees.

**Agile Time Horizon:** Increase or decrease the number of years of each forecast and budget cycle.

**Payment Plans:** Add unlimited payment plans according to the different employee categories and locations

**Merit and Bonus Logic:** Define the logic for merit increases (raises) and bonuses and create forecasts using global and local assumptions. Add delays, overrides, and conditions. Define amount by percent, fixed amount, or cost pool.

**Compensation Items:** Taxes and benefits can be calculated easily and according to any of the following conditions: fixed, fixed with seasonality, % with cap, % with cap & tiers.

**Department Planning:** Manage existing employee information. Plan for promotions, demotions, new hires, open requisitions, terminations, promotions, headcount, and "leaving positions."

**Reporting:** Use our robust reporting platform and templates to produce reports, visual analytics and dashboards. Drill-down and dynamically pivot data for analysis.

**Income Statement View:** Aggregated workforce planning results are displayed in the income statement.

**What-if Scenarios:** Play out what-if analysis and simulations on workforce data and see the financial impact on the income statement, balance sheet and cash flow.

**Process Workflow and Dashboards:** Monitor and control your planning with intuitive dashboards and customizable workflow processes that have built-in logic for approval and submission processes and for data collection and aggregation.

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## About Wolters Kluwer | CCH Tagetik

Wolters Kluwer enables finance, legal, tax, and healthcare professionals to be more effective and efficient. We provide information, software, and services that deliver vital insights, intelligent tools, and the guidance of subject-matter experts. We understand the complex challenges that face the Office of the CFO and translate that knowledge into intuitive, enterprise-scale CCH® Tagetik performance management software solutions that drive business results. With over 180 years' experience in the markets we serve, Wolters Kluwer is lifting the standard in software, knowledge, tools and education.