

NDC WORKFORCE PLANNING

Solution overview

NDC Group

Leading SAP Partner in Switzerland and DACH with offices in Switzerland and the Czech Republic.

80 completed projects in planning, reporting and simulations in SAP Data Analytics portfolio since 2016.

220 SAP BW projects

120 SAP BPC implementations worldwide and 80 implemented financial consolidation solutions (BPC, SEM/BCS and FC/Cartesis)

About us



Trusted SAP partner.



Market leader in implementation of SAP
Analytics Cloud solution.

Unprecedented expertise in the **Enterprise Performance Management solutions and Data Analytics** in the SAP environment with the focus on planning, simulation, reporting, sustainability management and sales optimization.

- NDC Group is an **SAP global top-tier Partner**
- Providing a unique combination of **business consultancy, data modelling and integration capabilities**, and **software engineering** excellence
- First SAC implementation in EMEA region (2016)
- **The partner of choice in SAC implementations** within the EMEA region



PROJECT SWISS RE



PROJECT CLARIANT



SUSTAINABILITY
GRAND WINNER



FINALIST

Selected customers

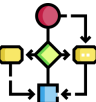


NDC Workforce planning starter-pack *in SAC*

Solution Overview

All-in-one WF planning solution

NDC Workforce planning covers all aspects of people and workforce planning – from **position (FTE) planning and people demand**, through full pay and **costs transparency**, up to **strategic overviews** regarding the organizational setup, workforce scenarios, and associated costs.



Extended customizable workflows
(automation, notification, approvals)



Commenting and narration engine
(in-app narrative and comments, incl. associated workflows)



Configurable exports
(in Excel and pdf)

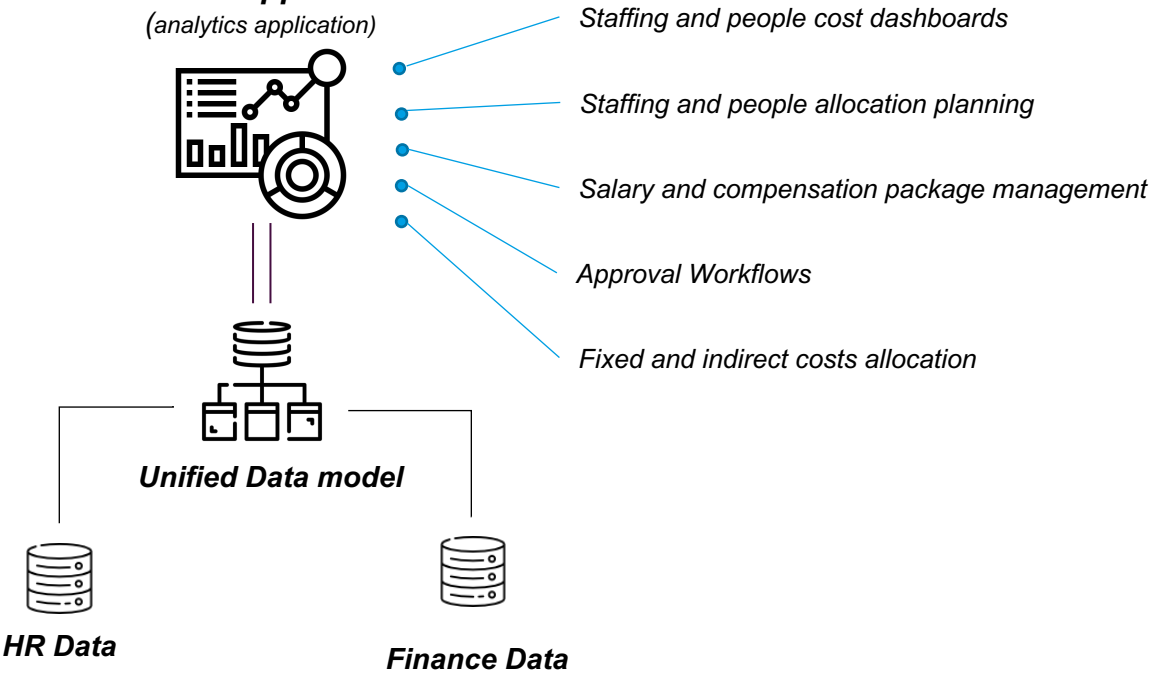


In-app Excel imports
(to simplify data adjustments and non-ERP data imports)



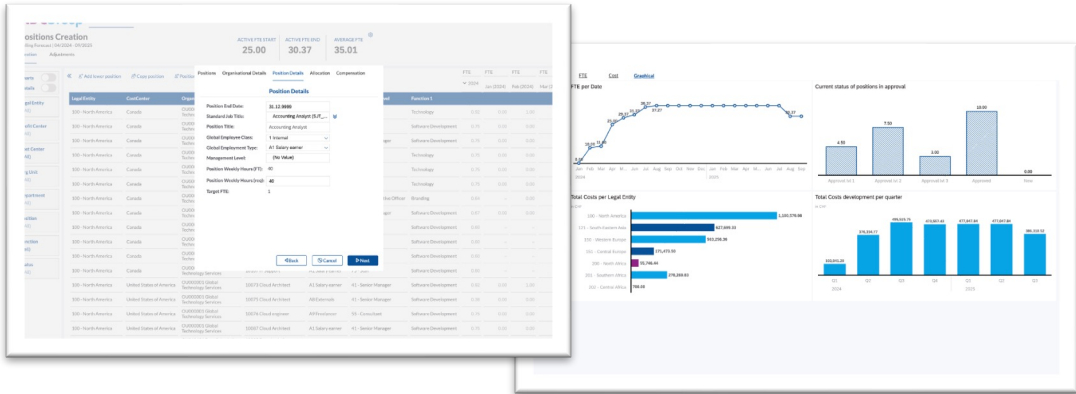
User intuitive configuration
(of planning cycles, data visibility, and others)

SAC WF application *(analytics application)*



HR Data

Finance Data



Powered by:



Solution details

Supported processes and functions

Automated integration of the existing employee list
Set up of vacancies and open positions
Staff allocation to projects and BUs
Set up of benefits and overall compensation package
Allocation of fixed and indirect costs
Full staff overview and cost transparency
Support of part-time and contractual workers
Data pre-population based on corporate policies (*e.g., bonus schemes*)
Scenario support
Comparison against budget and staff cost baseline

Solution benefits

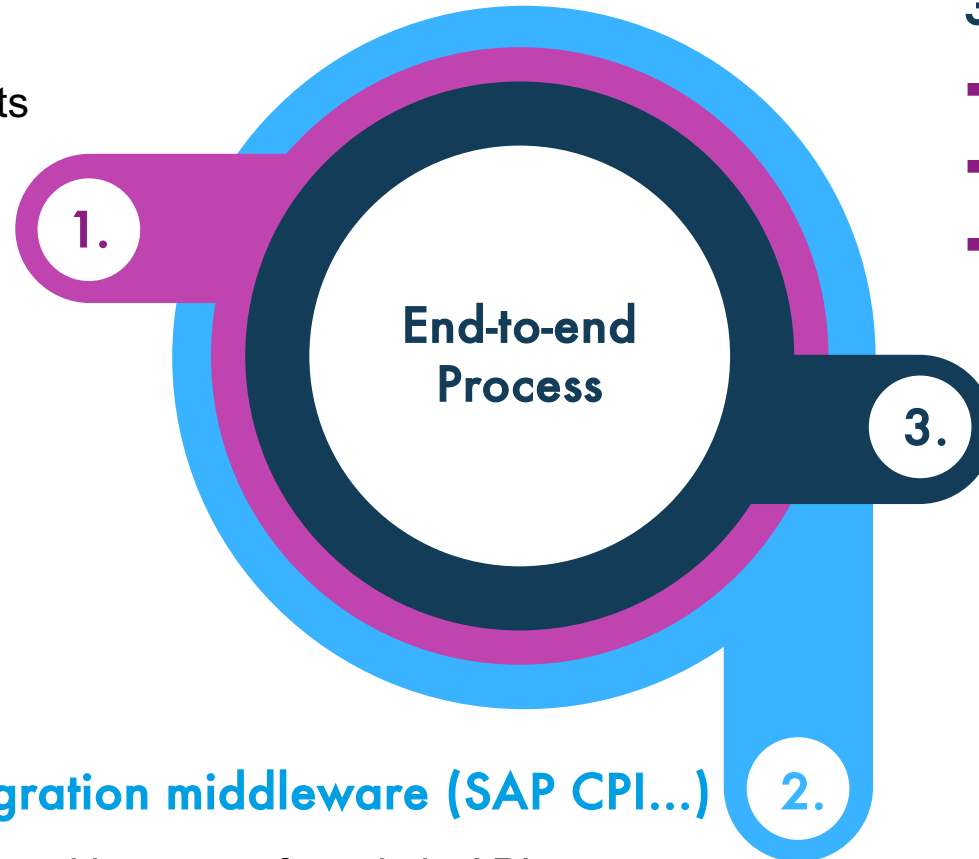
Compared to custom-developed SAC-native applications, NDC Workforce planning benefits from:

- Shorter implementation and setup time
- Pre-defined data model and base calculations
- Extended automation and collaborative functions, significantly extending the standard SAC functionalities
- Integration capabilities to SAP SuccessFactors and Workday
- Interactive user interface (*e.g., creation of open positions right from the dashboards*)
- Incorporation of best-practice methods
- Performance-optimised calculations

Connectivity & Integration

1. SAP Analytics Cloud

- New positions, adjustments
- Assumptions and costs
- Overtimes, corrections
- Notifications, reminders
- Approval process



3. Core HR system (SF EC...)

- Pre-hiring adjustments
- New positions are filled
- Filled positions as actuals

2. Integration middleware (SAP CPI...)

- New positions transferred via API
- Missing info appended and enhanced

Connectivity & Integration

Data integration

NDC Workforce planning is compatible also with other HR systems and tools outside of the SAP landscape.

SAP SuccessFactors 


workday®

SAP S/4 HANA



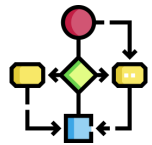
ORACLE®

Thus, the data can seamlessly flow from several HR and financial systems across the organisation.
The independence on the HR database is beneficial especially for companies with fragmented IT system landscape.

SAC plugins

Extended automation and collaborative functions

NDC Workforce planning offers advanced functional modules, extending the native SAC capabilities with further automation and collaboration features:



Extended customizable workflows
(automation, notification, approvals)



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(in Excel and pdf)



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What's in it for whom?



Executive

- ✓ *Easy access comprehensive overview of all workforce planning aspects*
- ✓ *Oversee, directly participate or contribute to approval process*
- ✓ *Analyse and drive specific initiatives such as DE&I or remote work*

Strategic decisions



Human Resources

- ✓ *Forecasting and simulation of headcount, FTE and full range of related cost*
- ✓ *More accurate and effective resource allocation across organization*
- ✓ *Closer alignment of HR strategies with business goals and timely action taking*

**Positions
management**

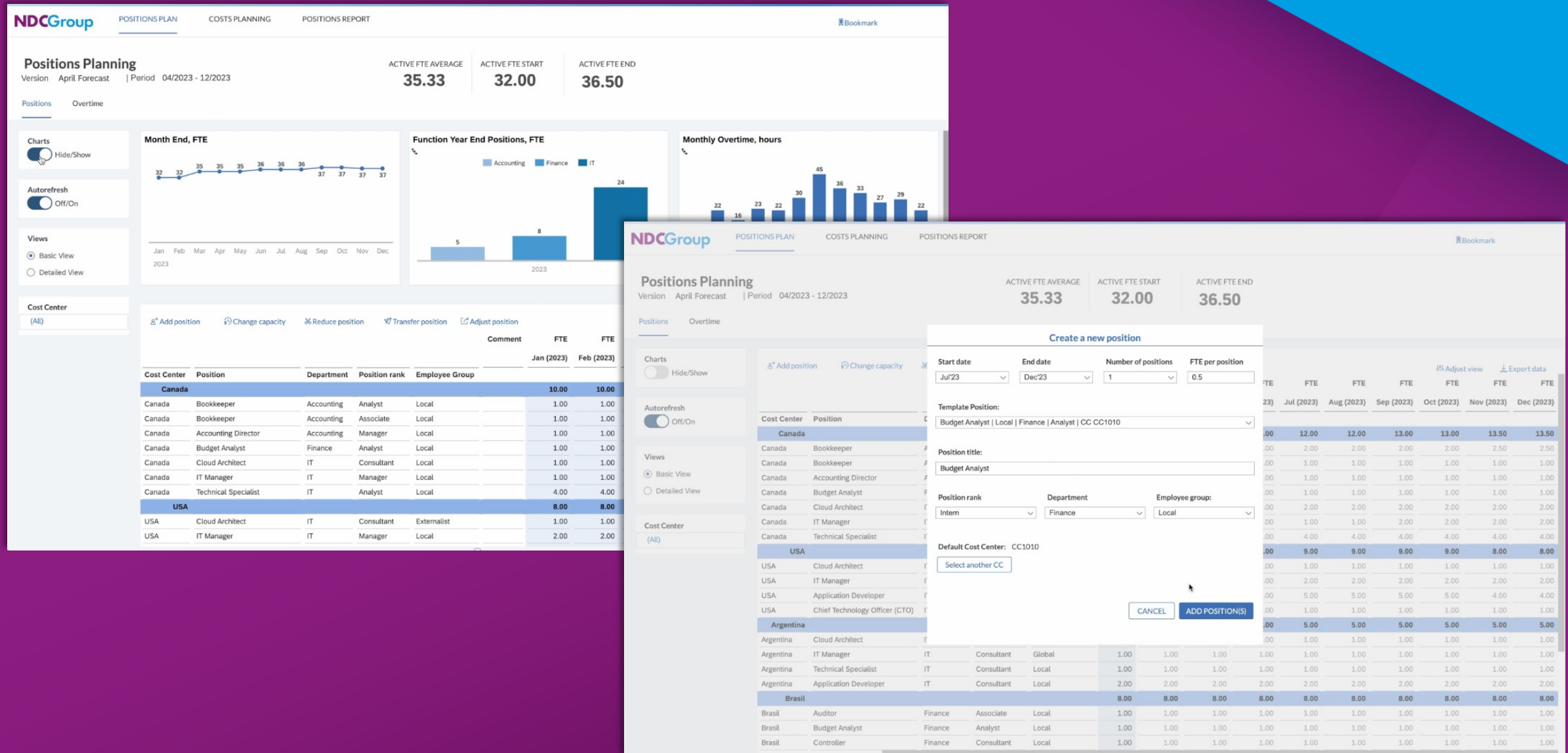


Finance

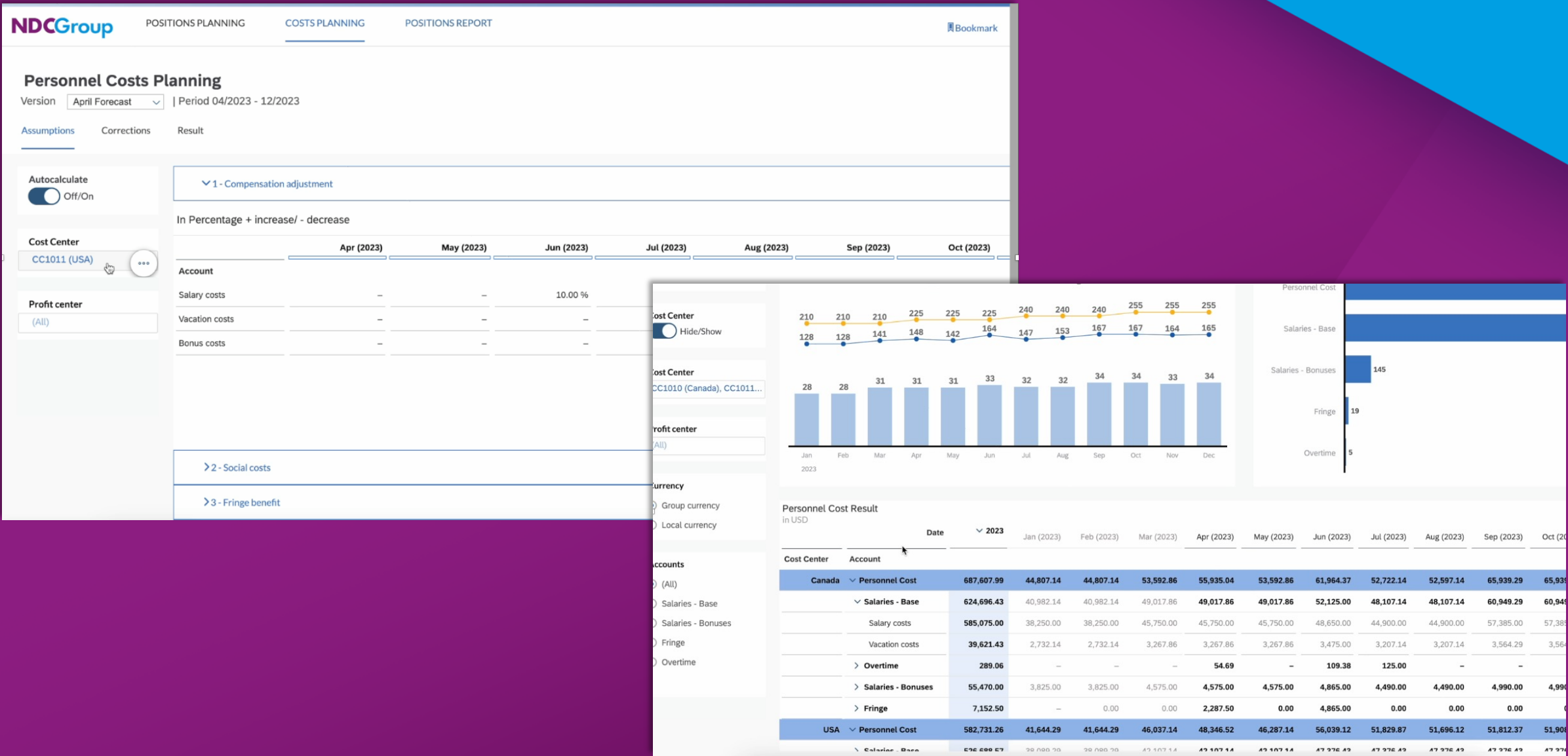
- ✓ *Adjust the key assumptions, such as attrition rate or compensation increase*
- ✓ *Simulate multiple scenarios to find an optimal cost allocation and its impact*
- ✓ *Mitigate risk associated with staffing from shortage of skill or unexpected turnover*

Cost optimization

Positions planning (HR View)



Costs planning (Finance View)



Contacts:

Vadim Avdeev
vadim.avdeev@ndcgroup.com

ndcgroup.com