

## P L A N N I N G

## Sigma Conso Planning

90% of organizations in Europe continue to use Excel for budgeting and planning, which frequently results in a budget out-of-date by the time it is finalized.

Using Sigma Conso Planning, you get consistent, unified and centralized financial and operational data. To help you better support your operational departments, Sigma Conso Planning includes ready-to-use business contents.

## Human Resources Planning: improve your financial performance

The module Human Resources Planning of Sigma Conso helps you to improve the financial performance of your organization and typically brings answers to the following questions:



How can human resources processes be evaluated according to KPIs?



How can the HR department be evaluated according to parameters such as HR cost per employee, ...?



To what extent does HR work support strategic business objectives?

## Features of Sigma Conso HR Planning

- **Balanced scorecard**
- **Data modelling, analysis, reporting, project planning**
- **Access permission management**
- **Predictive scenario creation to plan employee departures** (turnover, maternity leaves, age structure, etc.) **and thus anticipate internal staff promotion and external staffing**
- **Specific analyses:** staff requirement planning, phone expense management, recruiting process performance, etc.

## The benefits

- **Planning at employee level:** bottom-up, top-down, allocation of employees to other business units
- **Planning of personnel costs** both centralized as decentralized
- **Manage the staff appointment scheme and skill matrix** to compare the required competences with the actual competences
- **Realize multidimensional analyses** of HR key figures
- **Anticipate the evolutions of the employment structure**
- **Assess the staff potential and plan individual careers**
- **Realize simulations in real-time:** growth rates, willingness to change, employee turnover, ...
- **Manage the application and staffing process**



## Discover the rich functionality of Sigma Conso Planning

With Sigma Conso Planning, you get a single version of the truth: all operational and financial data are centralized in one unique database.

### Available pre-set business contents:

- Financial Planning
- Profitability Planning
- Multi-Project Planning
- Sales & Revenue Planning
- Human Resources Planning

Contact us for a demo!

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