

# CCH<sup>®</sup> Tagetik Smart NOW Workforce Planning

## Datasheet



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

The CCH Tagetik Workforce Planning starter-kit 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, this starter-kit 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, this starter-kit 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 starter-kits, 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.

#### Flexibility & control

Starter-kit with out-of-the-box essential calculation logic, assumption methodologies, data validation and reporting tools for workforce planning activities that run on top of your existing data model. Built for Finance administrators, you can easily configure the solution to meet your unique, custom requirements.

#### Integrated planning

CCH Tagetik provides an integrated planning solution with all your data, plans and processes together in one trusted source. Align workforce planning with financial, operational, and strategic planning. By using a single solution to create all types of plans, centralize corporate data, and collaborate via built-in tools, you'll dynamically connect plans with workforce planning goals.

#### Best practices

Pre-built logic using consistent standardized practices, to save customers time and reducing the need to start from scratch. The starter-kit has been developed using knowledge gained by implementing US workforce solutions for over 10+ years.

**“Accurate workforce planning is a key priority for our customers. Based on our proven experience, we’ve created an innovative solution that will integrate quickly and easily while remaining flexible to meet our individual 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.

## About Wolters Kluwer

Wolters Kluwer (WKL) is a global leader in professional information, software solutions, and services for the healthcare; tax and accounting; governance, risk and compliance; and legal and regulatory sectors. We help our customers make critical decisions every day by providing expert solutions that combine deep domain knowledge with technology and services. Wolters Kluwer reported 2020 annual revenues of €4.6 billion. The group serves customers in over 180 countries, maintains operations in over 40 countries, and employs approximately 19,200 people worldwide. The company is headquartered in Alphen aan den Rijn, the Netherlands. Wolters Kluwer shares are listed on Euronext Amsterdam (WKL) and are included in the AEX and Euronext 100 indices. Wolters Kluwer has a sponsored Level 1 American Depositary Receipt (ADR) program. The ADRs are traded on the over-the-counter market in the U.S. (WTKWY).

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### 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.