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Host Analytics Workforce Planning

Streamlines headcount, salary, and compensation planning processes.

INTEGRATE WORKFORCE PLANNING WITH FINANCIAL PLANNING

Connect detailed headcount and compensation costs to financial budgets and plans. See the impact of workforce decisions on the financial plan such as increasing salaries or delaying new hires.

ACCELERATE WORKFORCE PLANNING WITH PRE-BUILT FUNCTIONALITY

Calculate salaries, bonuses, fringe benefits, statutory, and other compensation items with accuracy. Quickly model the impact of workforce decisions such as adding headcount or making transfers between cost centers.

ENABLE FINANCE TO CONTROL THE PROCESS

Quickly create and modify compensation items like start dates or bonuses. Update the logic of compensation calculations, such as state and local taxes, without bringing in a consultant for development work.

"Given our recent growth and changes the system's flexibility has been key. From the currency options to the ability to easily add people or acquired businesses, Host Analytics has delivered."

Laura Juarez, Corporate Controller | Cole-Parmer

ALIGN HR AND FINANCE PLANS

Key Benefits

- Gain greater control over the largest operating expense
- Shorten workforce planning cycles
- Eliminate spreadsheets, emails and manual processes
- Standardize compensation calculations across the organization

Key Features

- Pre-Built configurable compensation rules
- Pre-built workforce planning templates
- Workforce reporting and analytics
- Employee/Position-level modeling
- Currency and labor rates import
- Integration with Payroll/HR systems

HIGHLIGHTS

Data Access Controls
Budget administrators control access to confidential salary data so that cost center managers see only the data they need for planning purposes. See the history of all changes with complete audit trails.

Workforce Planning Analytics
Slice and dice workforce planning information. Create visually stunning dashboards with summary-level information and detailed employee-level reports.

Top-Down and Bottom-Up Planning
Built-in modeling tools minimize the time wasted on building multiple spreadsheets and maximize model flexibility. This flexibility allows managers to analyze the business in a dynamic way.

Employee-Level Modeling
FP&A can model reorganizations easily. Run detailed reports by individual, department, or company for better analysis. Move employees from one cost center to another without reloading the data. See a history of all the roles an employee has had.

Currency Translation
See a global view of workforce costs and plans in a single currency. Our comprehensive currency translation capabilities support some of the largest global enterprises.

Currency Rates Data Stream
Drive fast and consistent currency translations with data from trusted industry sources, loaded directly into the application. No more searching the web and copying and pasting data.

Robust Allocations
Allocate compensation costs to any grouping with a point-and-click interface.

Powerful Data Integration
Integrate data from any system: human capital management systems (HCM), general ledgers, or any other standard database. Automate the data movement to eliminate manual and slow processes.

Labor Rates Data Stream
Analyze labor costs and benchmark wages with data from trusted industry sources, loaded automatically into the application. With the data at your fingertips, you can produce insightful analysis that executives value.

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