

Tidemark People Planning

Labor and other selling, general, and administrative expenses often account for the majority of a company's controllable expenses. Many business leaders find it challenging to perform real-time adjustments that optimize overall staffing and ultimately increase margins and profits.

The Tidemark Solution - Win the War on Talent without Losing Ground on Profitability

Tidemark People Planning brings visibility, accountability and what-if scenario analysis to workforce planning, the largest area of spend for most businesses. With preconfigured processes, business dimensions, metrics, and analytics, Tidemark People Planning ensures workforce planning efforts align with larger business strategies by:

- Tracking current and planned headcount budgets across all departments
- Analyzing payroll, benefits and tax expenses
- Planning for benefits, merit increases, and foreign currency exchange rates
- Modeling scenarios of where to hire and retain, what skills to evolve, and how wage changes or merit increases impact your overall business performance.

Tidemark People Planning – Better Planning through Merit, Salary and Headcount Process

Tidemark People Planning gives your business managers a baseline for planning promotions, new hires, transfers and exits, and easily adjust for your organization, so you can make optimal workforce planning decisions.

Built upon the Tidemark Platform, Tidemark People Planning has preconfigured, flexible application processes for:

Merit Planning

- Merit Increase Planning
- Merit Pool Target Setting
- Position Planning

Salary Expense

- Salary Drivers
- Salary Modeling
- Location Comparisons

Workforce Planning

- Exempt Employee Planning
- Non-exempt Employee Planning
- Salary Expense
- Scenario Analysis



Tidemark Integration with Workforce and Financial Management Systems

Tidemark has connectivity to leading workforce and financial management systems from which transactions are leveraged to create detailed headcount budgets and forecasts that are inputted back into the financials workflow.

Tidemark is a certified solution partner of Workday for workforce planning, budgeting and forecasting, with seamless bi-directional connectivity for workforce financials. Tidemark users can leverage actuals and worktags from Workday, analyze the results, create budgets and forward-looking plans, and make those budgets and plans available in Workday.

For connectivity to other systems, such as NetSuite and Oracle, Tidemark has a partnership with SnapLogic to enable easy data connectivity and import from cloud and on-premise systems using application Snaps. The result is incorporation of real-time data for headcount and labor expense budgets and forecasts.

The Tidemark Advantage

Tidemark People Planning gives you a flexible, scalable baseline for headcount and expense planning needs by providing preconfigured, flexible processes, dimensions, and analytics built on Tidemark's modern, elastic planning and analytics cloud.

With Tidemark People Planning, your organization can achieve the following benefits:

- **More accurate headcount plans** – Leverage your existing headcount planning processes to incorporate driver-based modeling, what-if scenarios and workforce analytics and improve all aspects of headcount budgets and forecasts.
- **More timely new hire plans** – Finance and hiring managers have instant access to real-time workforce plans and performance trends instead of waiting on weekly or monthly reports, which enables quick adjustment of staffing needs.
- **Greater control of labor and sales, general and administrative (SG&A) expenses** – Understand the real-time variance between actual and planned headcount expenses, including payroll, benefits, taxes, and currency exchange rates.
- **Greater collaboration with hiring managers** – intuitive navigation and process-based collaboration enables department managers, in concert with finance, to self-reliantly optimize staffing decisions.
- **No Additional Cost** – Tidemark People Planning, like all Tidemark applications, is offered as part of the Tidemark Planning & Analytics Cloud standard subscription. And because Tidemark runs entirely in the cloud, there is no hardware or additional software required.

Challenge: Extremely difficult to accurately forecast revenue and labor costs due to ambitious hiring objectives, shuffling of employees across geographies and departments, and changing mix of contractors and full-time employees.

Solution: With Tidemark, financial and operational data all resides on a single usable platform. Finance teams can understand in real time the variance between actual and planned headcount, and collaborate with business teams to understand the impact.

Result: Higher accuracy of headcount plans and related expenses, and thus higher accuracy of revenue plans.

