

WORKFORCE PLANNING



*Align your workforce
with strategic goals.*

*Assess workforce
needs based on
business plans*

*Make timely, optimal
workforce decisions.*

Today's forward-looking organizations recognize that linking strategic business objectives with workforce growth and development plans through long-term planning can drive competitive advantage. Planning includes identifying competencies and skills required at all levels and in each job function—both today and for future business needs. It also involves considering alternative scenarios for building the optimal workforce of the future.

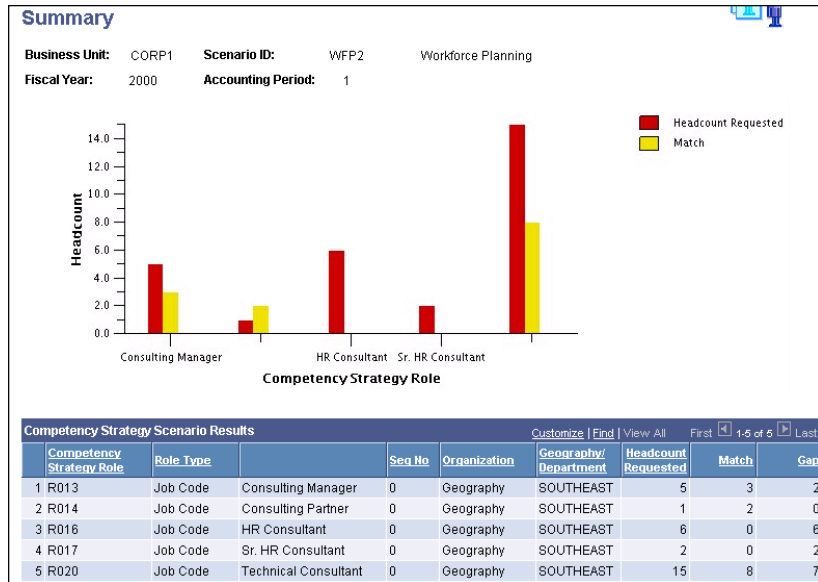
Oracle's PeopleSoft Workforce Planning helps you ensure that your workforce development plans are aligned with your business objectives. It enables you to conduct in-depth analysis of mid- and long-term workforce requirements to determine which key jobs, competencies, and profiles are essential to fulfilling your organizational strategy. It then links these needs directly to individual employees so you know how your current workforce compares with what is required to make your organization successful. By aligning your workforce with strategy in this way, you can reduce hiring time and expense, lower training costs, and increase productivity across the organization.

Define Competency Needs

Workforce Planning helps you create a workforce strategy that identifies key jobs, competencies, and profiles essential to accomplishing your strategic business goals today and in the future. It then allows you to determine a value for the final workforce strategy by allocating a value across the human capital assets—people, roles, and competencies—that make up an organization.

Assess Existing Competencies

Workforce Planning combines workforce-related information into a central repository to provide a macrolevel view of your organization's resources. Using this single view, you can view jobs, competencies, and profiles along multiple dimensions to assess existing competencies within your workforce and model future workforce scenarios.



Competency Strategy Scenario

Create a competency strategy scenario and then conduct a fit-gap analysis your current workforce against that strategy.

Match Employees with Organizational Needs

Workforce Planning combines required workforce needs and stated business objectives into a model that compares the skills the company has against the skills it needs. View the “match”—a list of employees who have the required competencies for each role to see how closely your current workforce meets the needs of the organization. Assess the gap between your current workforce and the requirements of various strategies that you may be evaluating.

About Oracle’s PeopleSoft Enterprise Performance Management

Workforce Planning is part of Oracle’s PeopleSoft Enterprise Performance Management (EPM) suite, an integrated suite of analytic applications that enables organizations to drive world-class performance by aligning the right information and resources with strategic objectives. Oracle’s PeopleSoft EPM helps managers formulate strategies for profitable growth, align strategies with operational plans, actively monitor day-to-day operations, and collaborate across the enterprise.

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