

Workforce Planning Process Automation to reduce planning cycle time, improve user satisfaction and increase adoption rates



Business Objective

- The client wanted to redesign their workforce planning process to have a user-friendly system.
- The client found the existing Workforce Planning Process to be cumbersome, error-prone, and time-consuming.
- They also wanted to reduce the time to complete the planning cycle.
- The client also wanted to ease all the processes
- They wanted to have a robust solution that the department managers can easily use.

Client

- The client is a global biopharmaceutical company that develops medicines for people with limited options for a better life. The client actively engages in the research, development, and commercialization of pharmaceutical products.

Industry

- Pharmaceuticals

Function

- Business Planning and Consolidations

Technology

- SAP BPC



The Solution

- The TekLink Consultants redesigned the workforce planning solution from the ground up by:
 - Automating several steps of the planning process
 - Redesigning and reorganizing the layouts for a better user experience and increased real estate
 - Standardizing all forms and reports for a consistent look and feel and functionality
 - Building a solution based on the reporting requirements
- The team enhanced the current process so that the users can plan for multiple employees (simultaneously) and perform compensation reporting with minimal steps.
- The team further redesigned the compensation calculation logic to introduce performance improvements enabling run-time execution.
- The team also addressed all parts of the process that was prone to user error and automated these processes.
- The team added a dynamic and flexible mass upload feature for the sales department to add several sales positions with one click.



Outcomes and Benefits

- Significant reduction in manual efforts due to the introduction of system automation.
- A decreased planning cycle time with a simplified workforce planning process.
- Drastic reduction in the number of steps to complete every stage of the process
- Flawless execution of the planning cycle due to the decrease in the number of errors in data.
- An improved reporting flexibility that provided the clear visibility of the employee status changes and an ability to add back the previously deleted employees.
- The new system resulted in increased user satisfaction and a high user adoption rate.
- The standardization of forms and automation resulted and automated resulted in reduced training efforts for a new user.