Anaplan Workforce Budgeting application

Align workforce budgets with financial plans for greater accuracy and control

Anaplan

FP&A leaders often struggle to create and maintain an accurate workforce budget that truly aligns with financial targets. Static planning in spreadsheets or siloed FP&A tools creates a disconnect from the dynamic reality of hiring, attrition, and promotions managed by HR. This results in painful manual reconciliations, unchecked budget variances, and unreliable forecasts.

There's a better, faster way to plan

The **Anaplan Workforce Budgeting** application provides a single source of truth to ensure your financial and operational workforce plans are always in sync. It gives FP&A leaders the ability to plan, track, and forecast their workforce budget in detail by position. It is a standardized, connected solution that aligns budgets with operational realities, providing real-time visibility into current and future planned positions and costs to achieve more accurate forecasts and strategic alignment across the business.

Note: The Anaplan Workforce Budgeting application is an add-on to the Anaplan Integrated Financial Planning application.

Key benefits

- **Improve forecast accuracy and business agility:** Create highly accurate workforce forecasts and quickly adapt your budget to changing business conditions.

- **Optimize workforce spend and control costs:** Gain real-time visibility into precise workforce costs and optimize spending by proactively managing budget variances.

- **Drive alignment and strategic cohesion:** Ensure financial plans, workforce strategies, and business objectives are fully aligned for a unified organizational direction.

- **Enhance data quality and stewardship:** Establish a single source of truth for all position and budget data, minimizing discrepancies and time-consuming reconciliations.

Is your workforce budget outdated the moment it's approved?

- How much of your budget variance comes from using blended salary averages instead of the actual, fully loaded cost for each position?

- How confident are you that your approved budget is truly aligned with your organization's current hiring plan and run-rate costs?

- How many hours are wasted in review meetings debating whose numbers are correct — finance or HR?

- Does your workforce budgeting process feel like a strategic, collaborative exercise, or a time-consuming scramble to reconcile spreadsheets?

Simplified data integration | Best practices out-of-the-box | Agility to configure and extend

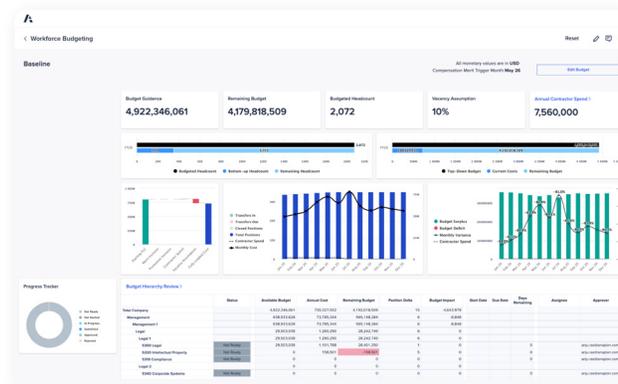## From high-level targets to detailed budgets

Bridge the gap between your financial targets and your operational workforce plan. The Anaplan Workforce Budgeting application provides a robust framework to translate high-level financial guidance into a detailed, position-level budget.

Start with a top-down process that cascades guidance through your budget hierarchy. A key challenge for most organizations is aligning the financial view with the HR view. Anaplan solves this by allowing you to translate budgets established for cost centers (managed by finance) into the supervisory hierarchy (managed by HR). This eliminates manual mapping and painful downstream reconciliations, ensuring a single, trusted plan from the start.

From there, build a comprehensive bottom-up budget by linking position demand to strategic initiatives and incorporating contractor spend. Use built-in workflow and process tracking to monitor your budget cycle, ensuring full visibility and governance from start to finish.

Anaplan Workforce Budgeting

- Top-down target setting
- Position-level planning
- Contractor and contingent workforce planning
- Closed-loop, plan to hire reconciliation *
- Recruitment capacity planning *
- PII data security
- Process tracker; workflow & approvals
- Compensation framework
- Job-level headcount and cost planning

* Limited capability; full functionality available with Anaplan Operational Workforce Planning application

Anaplan experience that is tailored for FP&A users

Plan workforce budgets at position level to capture the true impact of every role
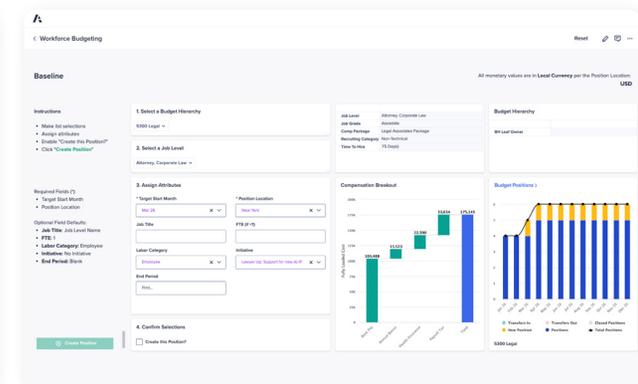
Model cost impacts of actions against a position

The Anaplan Workforce Budgeting application enables FP&A teams to:

- **Plan at the position level:** Plan workforce budgets at the individual position level to capture the true financial impact of every role, vacancy, and personnel change.

- **Perform top-down and bottom-up budgeting:** Establish top-down targets for cost centers and translate them into a detailed bottom-up budget, while performing comparisons and monitoring variances against guidelines.

- **Incorporate all worker types:** Include contractors and other contingent workers in your budget for a complete and accurate view of your total workforce spend.

- **Utilize workflows and process tracking:** Bring discipline and governance to your budgeting process with configurable workflows and approvals, ensuring hiring is always aligned with strategy and available budget.

- **Maintain closed-loop reconciliation:** Keep finance and HR aligned with a closed-loop process to reconcile hiring plans and execution against the committed budget scenario.

- **Ensure secure, connected data:** Integrate data with HR/HCM, ATS, and ERP systems while using robust security and role-based access to protect sensitive employee PII data.

The Anaplan platform offers

- **Rapidly deployable applications** with best practices that are configurable to your requirements, upgradeable with availability of future release, and extensible to other use cases through standard Anaplan platform capabilities.

- **Dashboards, reports, and analytics** with data visualization provide a single source of planning truth on workforce and business data and performance.

- **"What-if" scenario and multi-dimensional modeling** powered by our high-performance calculation engine, producing ultra-fast calculations at an unprecedented scale.

- **AI agents** designed for natural language interactions — ask questions, uncover insights, forecast trends, streamline workflow, and drive action.

- **Collaborative and agile planning** across the enterprise from corporate to business units and across functions and operations (HR, finance, sales and marketing, supply chain).

- **Best-in-class security and data privacy** with role-based access control, user management, SSO support with SAML 2.0 compliance, and data encryption.

- **A highly extensible ecosystem** — collect, analyze, and plan in a single location using APIs, ETL connectors, and built-in integrations with HCM/HR, finance, operations, other systems of record, and data warehouses.

Ready for the next step in your planning journey?

For organizations ready to deepen their workforce planning maturity, the Anaplan Workforce Budgeting application provides a natural upgrade path. When you are ready to bring HR and talent acquisition teams into the conversation for a more collaborative, continuous planning and forecasting process, you can seamlessly transition to the Anaplan Operational Workforce Planning application. This extends your capabilities to include organization modeling, attrition forecasting, and full-cycle talent acquisition planning.

About Anaplan

Anaplan is a leading AI-driven scenario planning and analysis platform designed to optimize decision-making in today's complex business environment so that enterprises can outpace their competition and the market. By building connections and collaboration across organizational silos, our platform intelligently surfaces key insights — so businesses can make the right decisions, right now.

More than 2,500 global brands plan with Anaplan.

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