



POWER BI SOLUTION

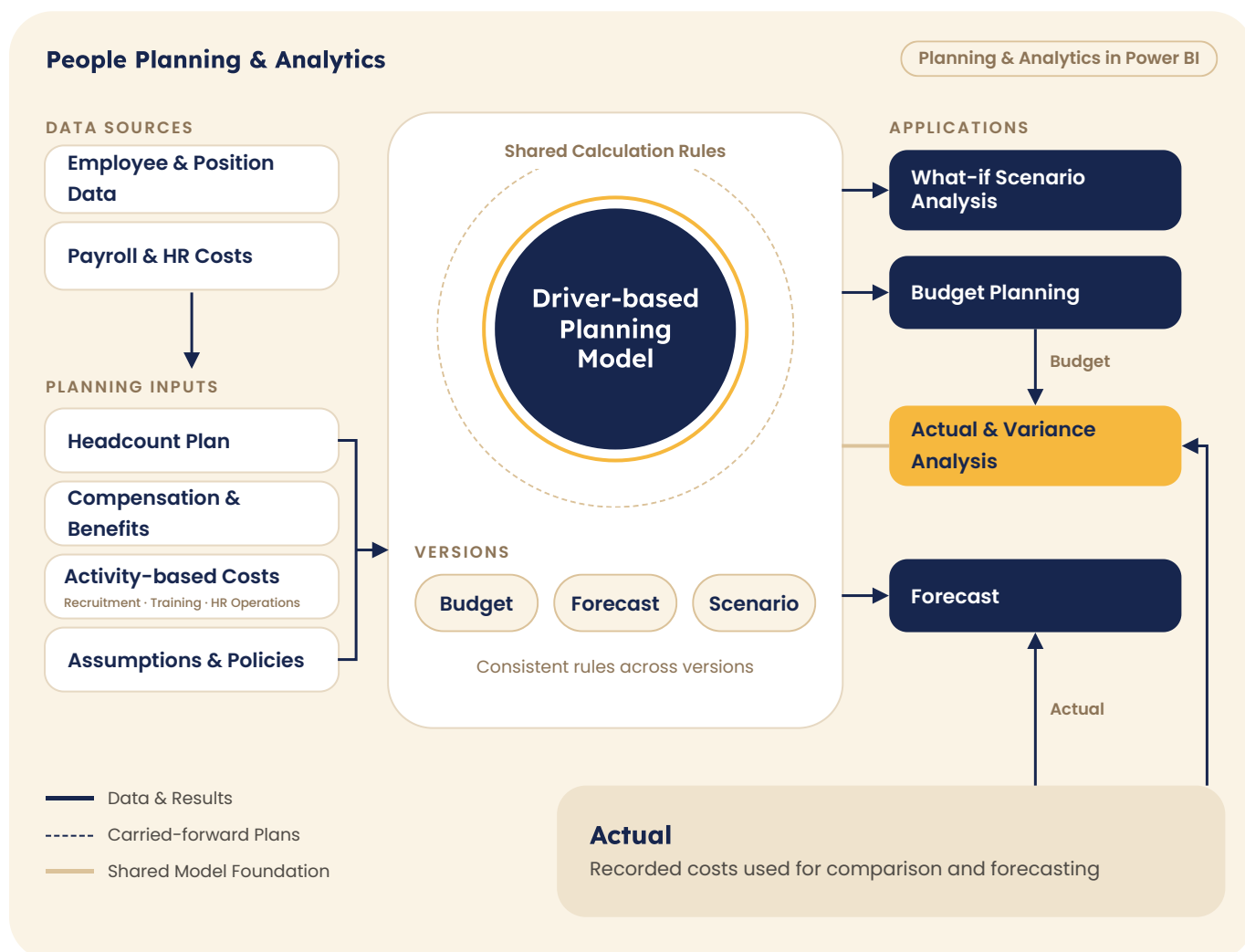
People Planning & Analytics

Plan your workforce. Understand your costs.
Be ready for what's next.

One Model for People Planning

Turn workforce plans into cost projections - and keep them aligned as plans change.

People Planning & Analytics calculates costs from hiring plans, compensation assumptions, and planned spending on recruitment, training, and HR operations. When plans change, the model recalculates affected costs. Budget, forecast, and scenario versions follow the same calculation rules; actual results help explain variances and guide the next planning update.



HR

Update workforce plans and explain their cost impact.



Finance

Compare planned and actual costs using consistent cost categories.



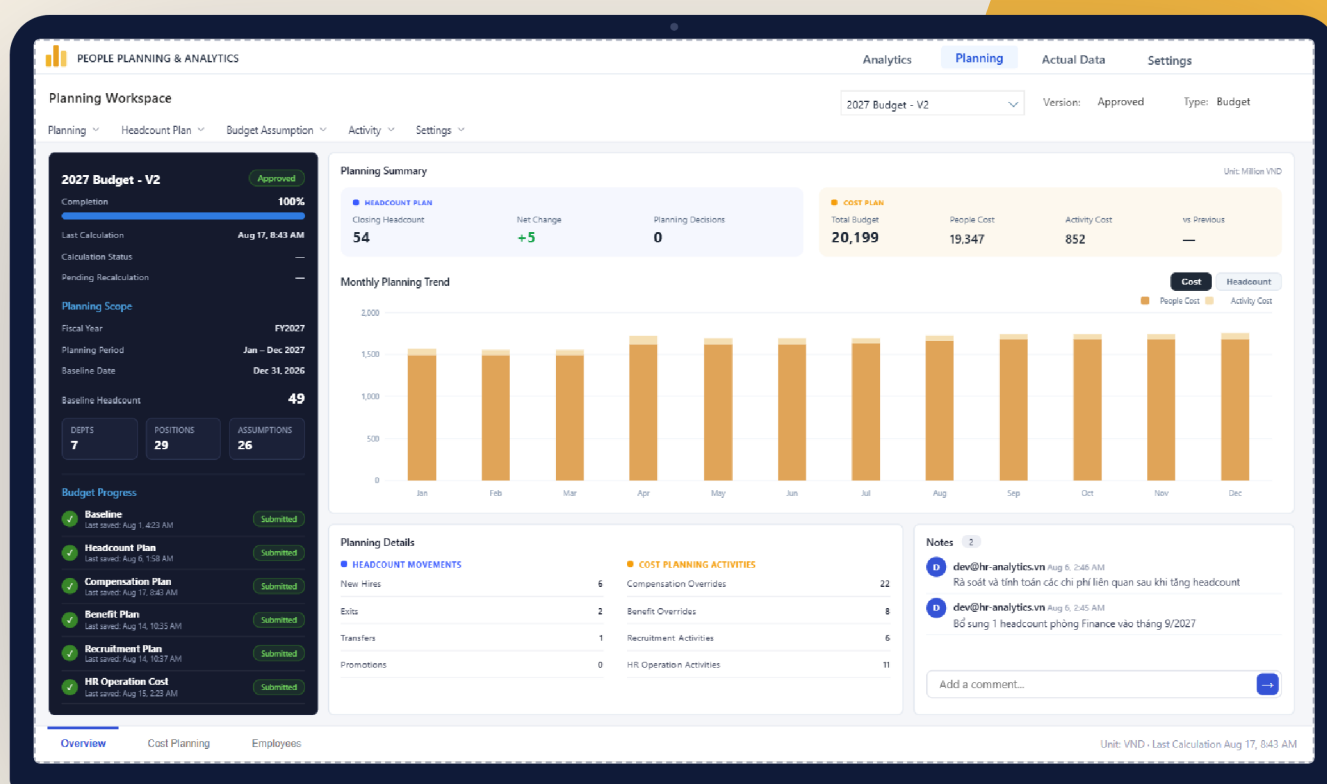
Leadership

Review the cost of each option before making a decision.

Planning Workspace

Budget
Actual
Forecast
Scenario

Build budgets, update forecasts, and create scenarios in a planning workspace within Power BI. Review headcount and calculated costs as you work, then use connected reports to compare versions and investigate variances.



03

Budget Planning

Recalculate costs when workforce plans change.

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04

Forecast

Update the full-year outlook with actuals and revised plans.

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What-if Scenario Analysis

Get the numbers ready for the next workforce option.

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Actual & Variance Analysis

Understand what is driving the gap against budget.

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Budget Planning

FEATURE | 03

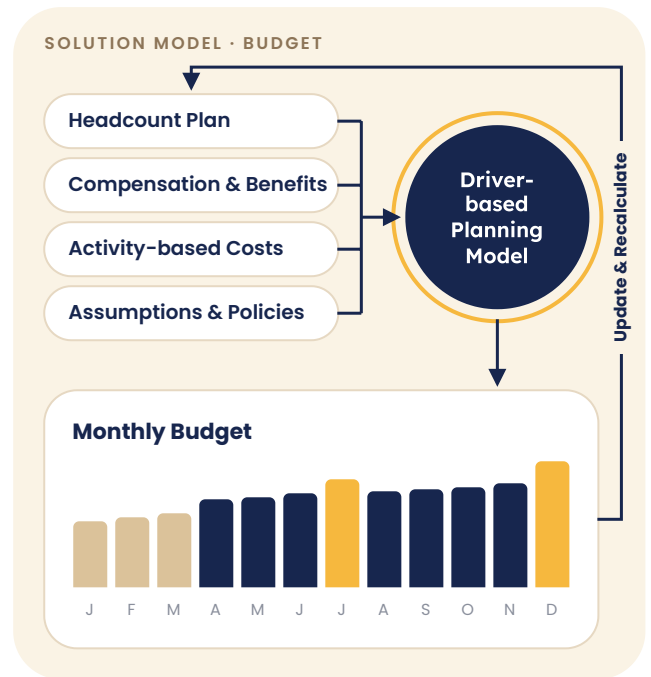
Build your budget with a Driver-based Planning Model.

Turn workforce and activity plans into a monthly budget using your company's cost structure and calculation rules. Headcount, pay rates, hiring dates, and planned activities drive the calculations, keeping costs connected to the plans behind them.

When inputs change, the model recalculates the affected costs consistently across departments and months. HR can focus on refining plans and reviewing their financial impact, with less manual calculation and a clearer understanding of how the budget is built.

KEY CAPABILITIES

- 01 Plan workforce changes with effective dates.
- 02 Set pay rates, benefit assumptions, and activity cost inputs.
- 03 Calculate monthly budgets by department and cost category.
- 04 Review cost details and the inputs behind each amount.



MODEL FOUNDATION

Driver-based planning calculates costs from $\text{Volume} \times \text{Price}$, using business-specific inputs, effective dates, and calculation rules.

PEOPLE PLANNING & ANALYTICS

Analytics | **Planning** | Actual Data | Settings

Planning Workspace

2027 Budget - V2

GROUP / COST ITEM / DEPARTMENT_NAME	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
Bonus	100,789,417	100,789,417	100,789,417	100,361,123	100,361,123	100,361,123	100,369,456	110,496,123	111,414,456	111,414,456	111,414,456	111,414,456	1,291,975,125
13th Salary - Non-Sales	60,975,000	60,975,000	60,975,000	65,548,125	65,548,125	65,548,125	65,548,125	67,381,458	68,173,125	68,173,125	68,173,125	68,173,125	785,191,458
Finance & Accounting	9,050,000	9,050,000	9,050,000	9,728,750	9,728,750	9,728,750	9,728,750	9,728,750	10,520,417	10,520,417	10,520,417	10,520,417	117,875,417
HR & Admin	15,108,333	15,108,333	15,108,333	16,241,458	16,241,458	16,241,458	16,241,458	16,241,458	16,241,458	16,241,458	16,241,458	16,241,458	191,498,125
Marketing	8,308,333	8,308,333	8,308,333	8,931,458	8,931,458	8,931,458	8,931,458	8,931,458	8,931,458	8,931,458	8,931,458	8,931,458	105,308,125
Operations	12,800,000	12,800,000	12,800,000	13,760,000	13,760,000	13,760,000	13,760,000	13,760,000	13,760,000	13,760,000	13,760,000	13,760,000	162,240,000
R&D	-	-	-	-	-	-	-	1,833,333	1,833,333	1,833,333	1,833,333	1,833,333	9,166,667
Sales	-	-	-	-	-	-	-	-	-	-	-	-	-
Technology	15,708,333	15,708,333	15,708,333	16,886,458	16,886,458	16,886,458	16,886,458	16,886,458	16,886,458	16,886,458	16,886,458	16,886,458	199,103,125
13th Salary - Sales	24,841,667	24,841,667	24,841,667	26,704,792	26,704,792	26,704,792	26,704,792	26,704,792	26,704,792	26,704,792	26,704,792	26,704,792	314,868,125
Finance & Accounting	-	-	-	-	-	-	-	-	-	-	-	-	-
HR & Admin	-	-	-	-	-	-	-	-	-	-	-	-	-
Marketing	-	-	-	-	-	-	-	-	-	-	-	-	-
Operations	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	1,508,948,764	1,554,948,764	1,554,948,764	1,724,965,573	1,694,965,573	1,694,965,573	1,694,965,573	1,726,928,265	1,742,987,825	1,742,987,825	1,742,987,825	1,758,007,825	20,199,472,519

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Forecast

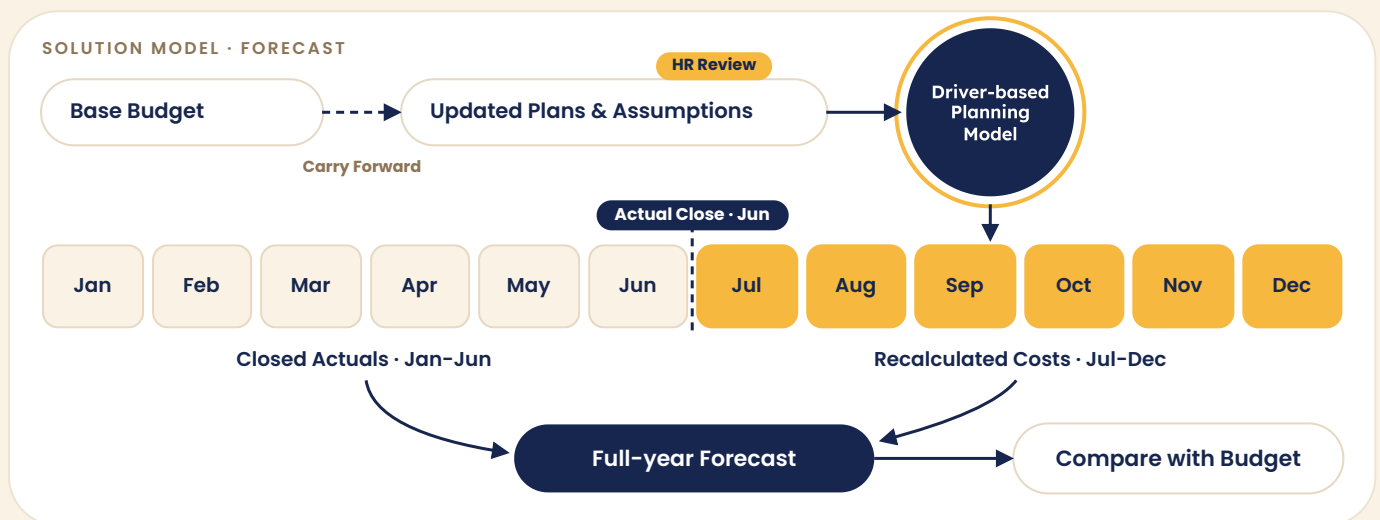
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Automate your forecast with the model behind your budget.

Generate forecasts using the Driver-based Planning Model already configured for your budget. Carry forward existing plans and assumptions, review workforce changes and exceptions, and update inputs where needed.

The model automatically recalculates costs for the remaining months and combines them with closed-month actuals to produce a full-year forecast. HR can focus on what has changed, with less manual preparation and consistent calculations across budget and forecast.



- 01 Start from your budget**
Select a base budget and an actual close month.
- 02 Review what has changed**
Review workforce changes, exceptions, and inherited assumptions.
- 03 Recalculate automatically**
Apply the existing model to updated plans for the remaining months.
- 04 Review the full-year outlook**
Combine actuals and recalculated costs, compare against budget, and save the forecast.

MODEL FOUNDATION

Full-year forecast = actual costs from closed months + recalculated costs for the remaining months.



What-if Scenario Analysis

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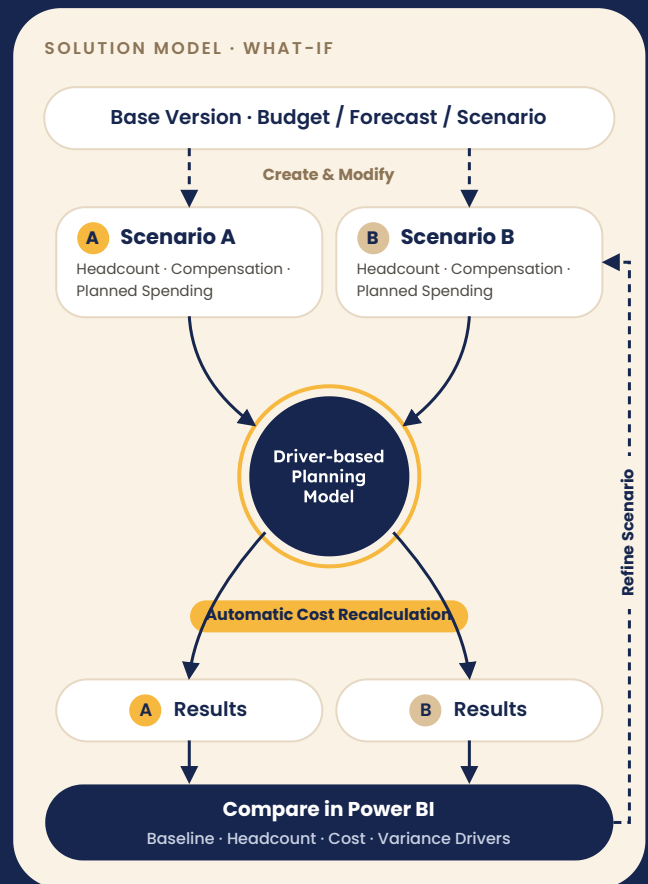
Change the assumptions. Have the numbers ready to compare.

Create scenarios from an existing budget, forecast, or scenario, then adjust headcount, hiring dates, pay rates, or activity plans. The same Driver-based Planning Model automatically recalculates costs, so each option is ready for review without rebuilding calculations.

Compare versions side by side in Power BI, choose your baseline, and explore differences in headcount, cost, and the drivers behind them. Refine your options and bring calculated alternatives into the discussion before committing to a plan.

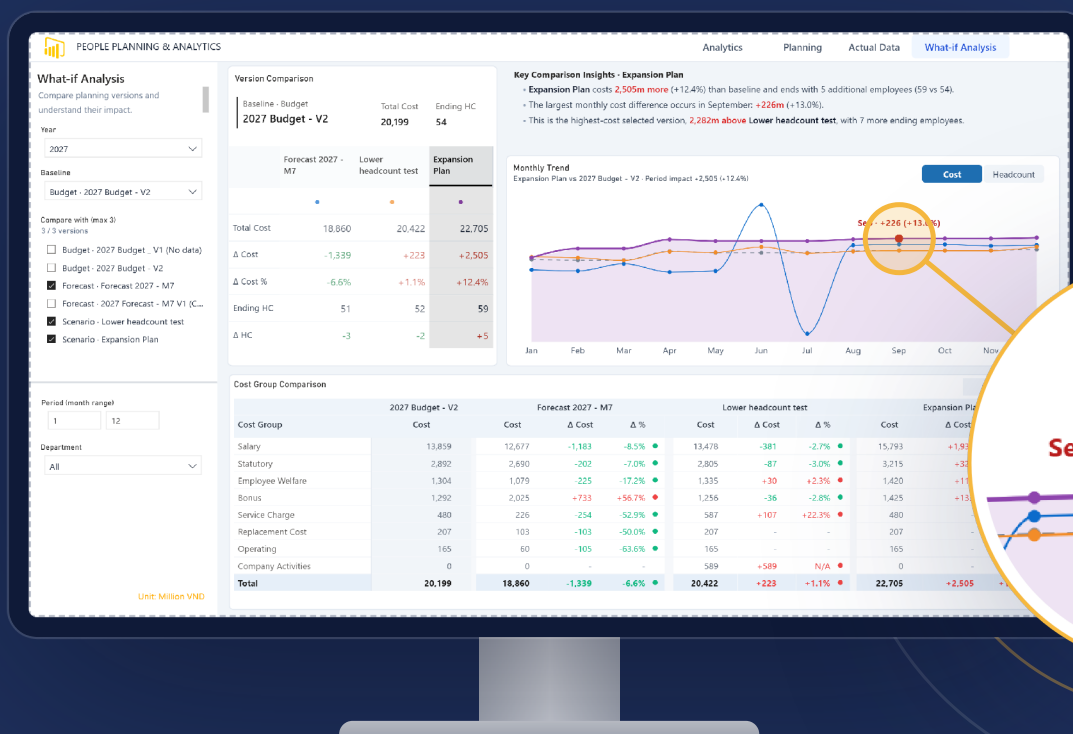
KEY CAPABILITIES

- 01 Create and revise scenarios using existing plans.
- 02 Automatically recalculate costs as scenario inputs change.
- 03 Compare versions against a selected baseline across months and cost groups.
- 04 Explore the plan changes and cost drivers behind each difference.



MODEL FOUNDATION

Each scenario uses the same model with different inputs, keeping calculations consistent and comparisons meaningful.





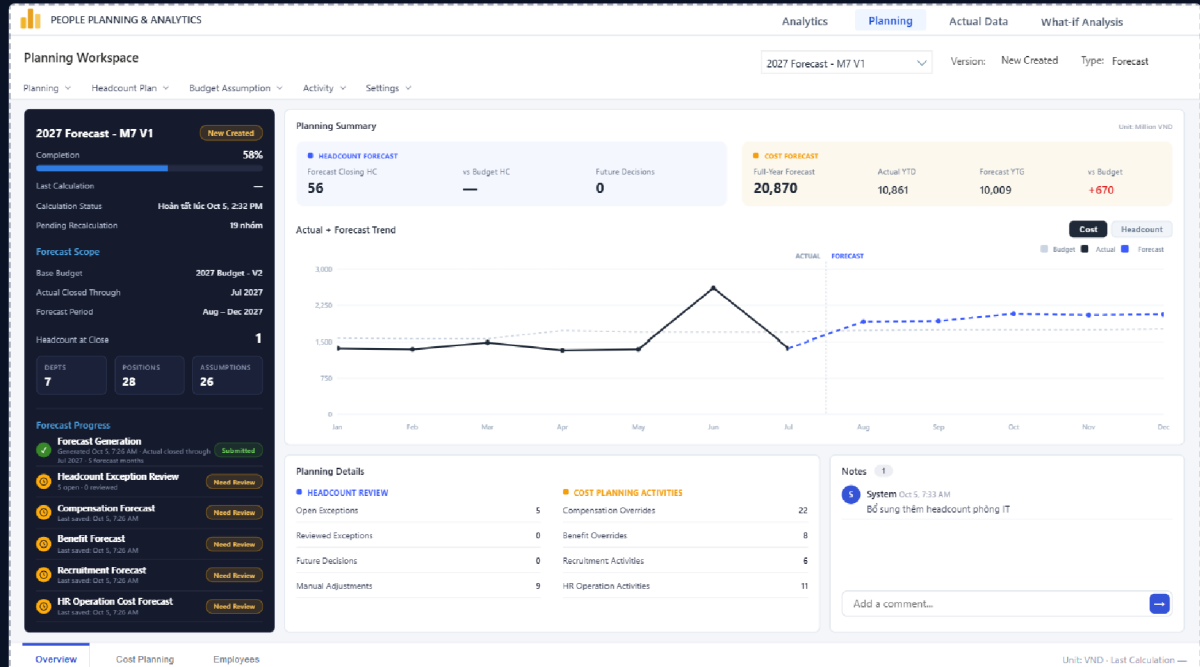
Version Management

Create and manage budgets, forecasts, and scenarios.



Headcount Planning

Plan hiring, transfers, promotions, and exits.





Planning Assumptions

Adjust rates and assumptions with effective dates.



Activity Cost Planning

Plan activity costs alongside workforce costs.

Item	Jan	Feb	Mar	Apr
Salary	412	415	418	421
Bonus	-	-	153	-
Benefit	86	86	88	88
Training	24	31	27	29
Total	522	532	686	538

Bonus · Mar
153

Cost Review

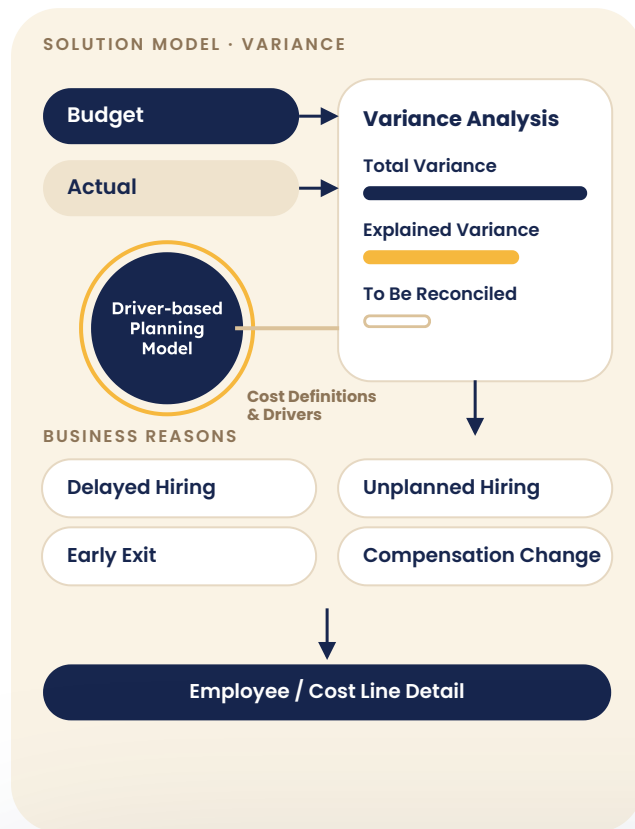
Review calculated costs and inspect the details.

One screen to track
every version, from first
draft to submission.

Actual & Variance Analysis

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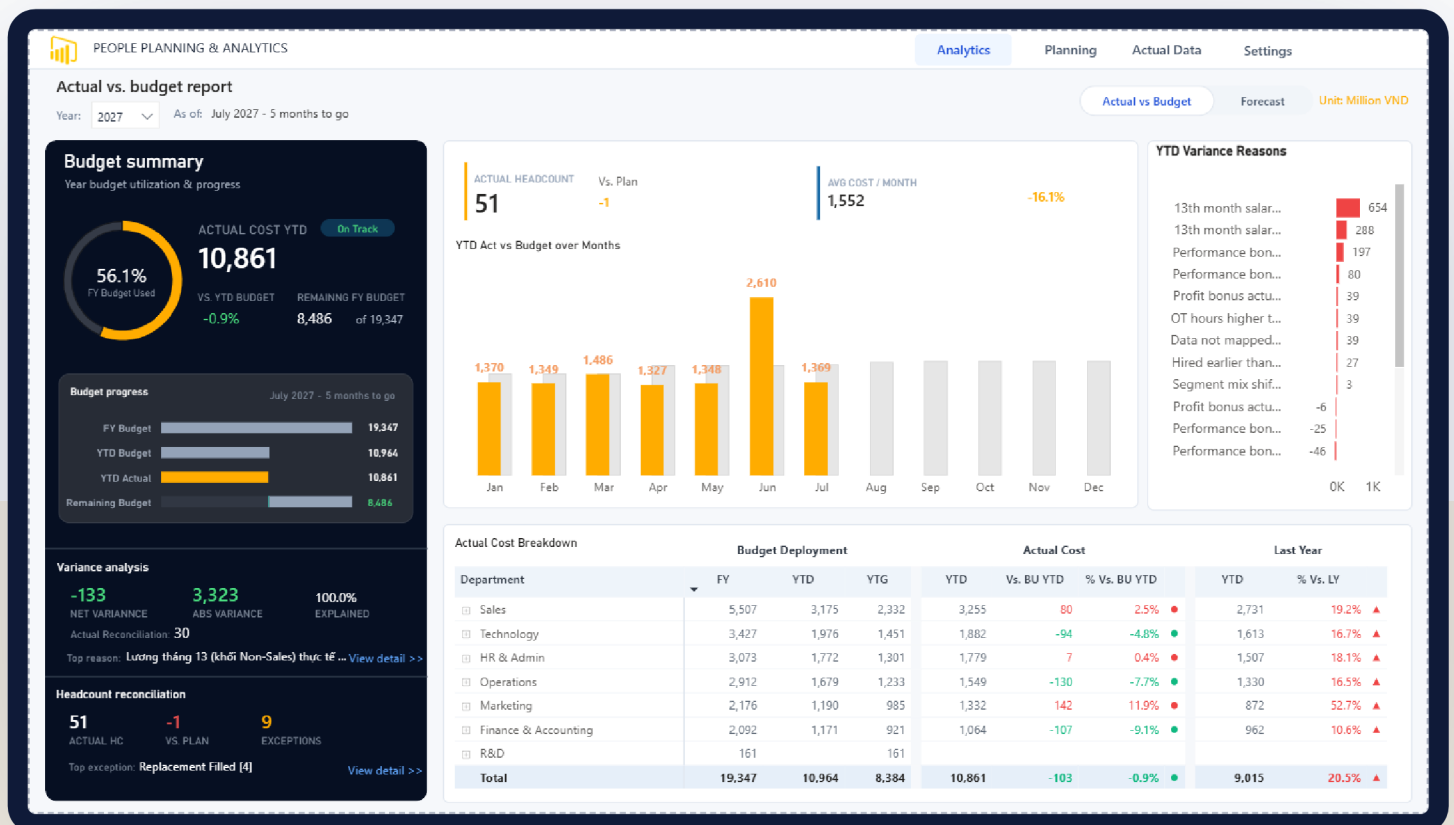


Understand why costs differ from budget before deciding what to change.

Lower spending may reflect delayed hiring or training that has not yet taken place. Compare actual costs with budget, identify workforce and cost drivers, and inspect supporting detail before drawing conclusions. Power BI reports help distinguish explained variances from items that still need reconciliation.

KEY CAPABILITIES

- 01 Track actual costs against budget.
- 02 Analyze variances by cost driver and business reason.
- 03 Inspect employee or cost line details where source data is available.
- 04 Separate explained variances from items requiring further reconciliation.



Driver-based Planning Model

Configured for your business. Ready to grow with your planning needs.

Built on FP&A principles, the model connects workforce plans and cost assumptions through configurable drivers and calculation rules. Shared rules support consistent budgets, forecasts, and scenarios, while Price-Volume-Mix (PVM) analysis helps explain cost differences. Extend cost categories, update policies, and add planning scope as business needs evolve.



Driver-based Planning

Calculate costs from business inputs such as headcount, salary rates, hiring demand, and planned activities.

FP&A Principles

Connect budgets, actual results, forecasts, and scenarios through consistent cost structures and planning logic.

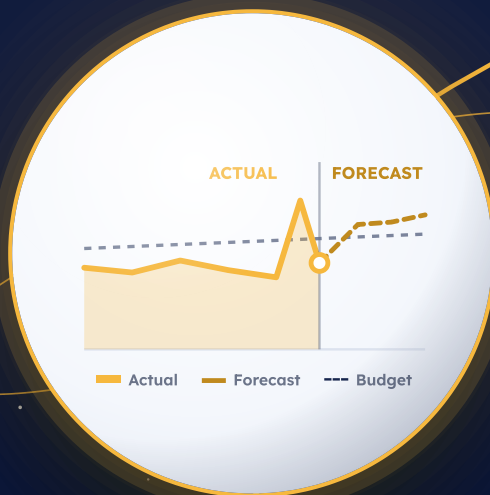
Price-Volume-Mix Analysis

Explain cost differences through changes in volume, price, and mix, with further driver analysis where supported by the model.

Define → Configure → Calculate → Analyze

Add a cost item, assign its drivers and rules, and include the results in planning and analysis.

See where actual cost **moves**
from budget, and what
drives it.



Full-year Outlook

See actual spending and the remaining-year forecast.



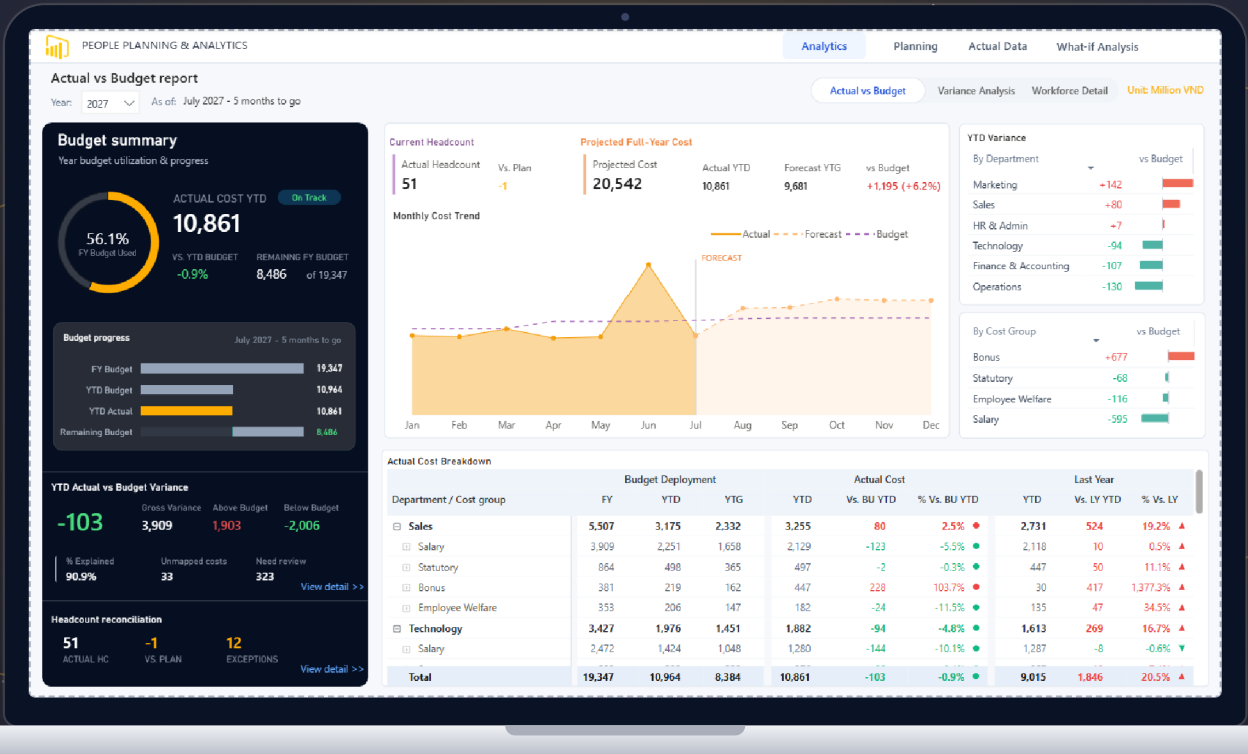
Price-Volume-Mix Analysis

Understand how workforce size, pay rates, and workforce mix affect costs.



Budget Tracking

Track actual spending against budget.



Headcount Reconciliation

Match planned and actual workforce movements.



Cost Breakdown

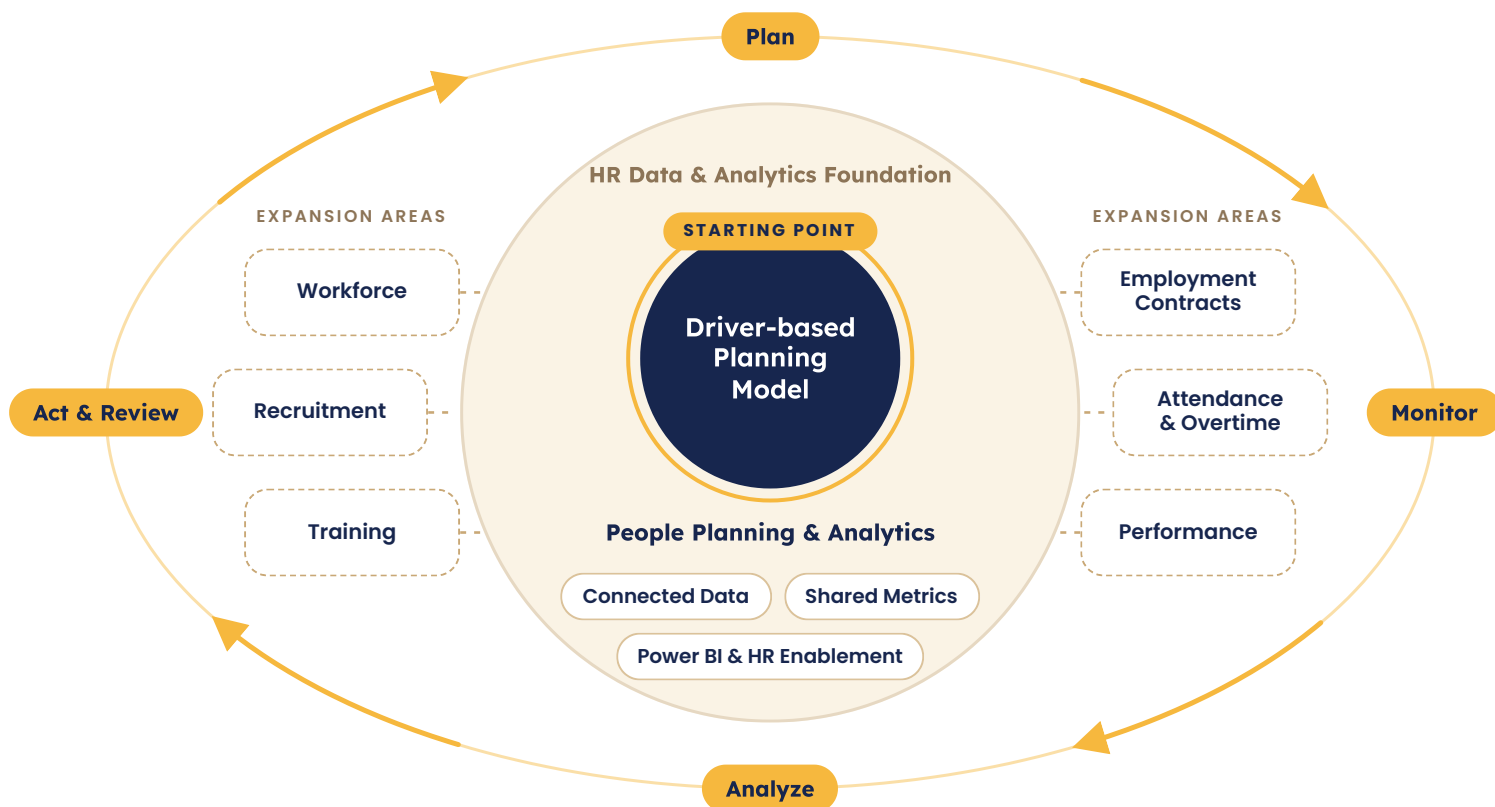
Explore costs by department, cost group, and item.

A Foundation for Data-driven HR

Start with people planning. Build the foundation for data-driven HR.

People Planning & Analytics provides a practical starting point for building data-driven HR. Begin with workforce planning and cost analysis, then connect more HR data and extend analytics in Power BI. Build on this foundation to help HR monitor operations, understand workforce changes, and use evidence in planning, decisions, and ongoing reviews.

FROM PEOPLE PLANNING TO DATA-DRIVEN HR



Connect Your HR Data

Bring data from existing HR systems and files into a consistent structure for reporting and analysis.



Enable HR to Explore

Equip HR with Power BI reports, shared metric definitions, and guidance to explore data and develop further analysis.



Put Insights to Work

Use findings to review plans, prioritize actions, and track results over time.

Grow from a focused planning solution into a connected approach to HR data, analytics, and decision-making.

Grow with Your HR Priorities

Start with people planning. Extend your analytics as your business needs evolve.

● Your starting point □ Possible directions, added as needed

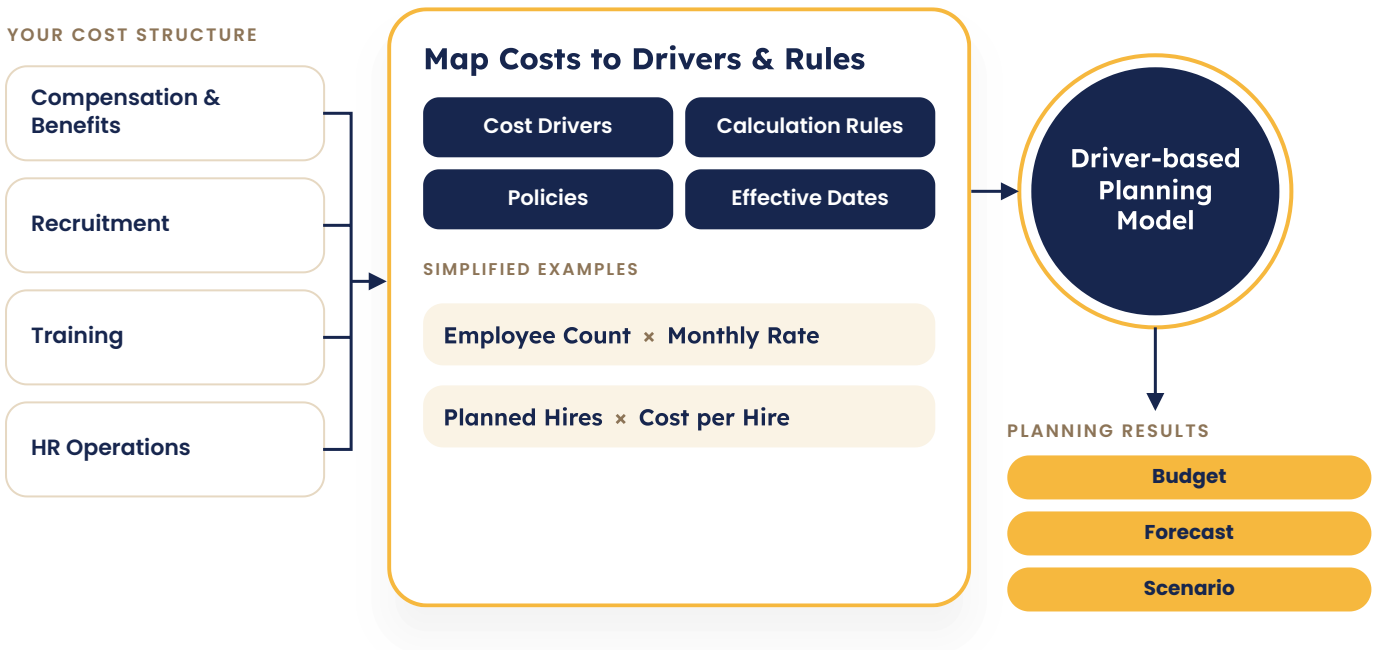


Build on a shared data foundation, with reports and analysis shaped around your priorities.

Implementation Approach

Model your costs around the way your business works.

Every business has its own workforce cost structure. We work with HR and Finance to identify what drives each cost, how it is calculated, and when it takes effect. These relationships become a Driver-based Planning Model that reflects your policies and connects workforce changes to budget, forecast, and scenario results.



Typical Implementation: 3-4 Weeks

Timing depends on scope, data readiness, and availability for validation.



FEE STRUCTURE

One-time Implementation Fee

Covers data preparation, cost model configuration, validation, and handover.

Recurring License Fee

Covers the ongoing use of People Planning & Analytics.

Start with Your Priorities

Tell us what you want to improve. Together, we can define a practical starting point.

YOU BRING



Your Priorities

Which planning or reporting needs would you like to address first?



Your Data

What data do you currently work with, and where does it come from?

WE DEFINE TOGETHER



TOGETHER

Your Starting Point

Define an initial scope, the data required, and the outcomes to work towards.

You don't need to define everything upfront. Start with a focused scope and build from there.

Three Foundations, One Integrated Model.

Financial planning methods, HR data analytics, and HR expertise - working together.

People Planning & Analytics brings FP&A methods, HR data analytics, and practical HR knowledge into one Driver-based Planning Model. The combination connects workforce decisions to cost calculations, supports analysis of actual results, and reflects the policies and processes HR works with every day.



● FP&A Principles

Calculate planned costs, update forecasts, and explain cost differences.

● HR Data Analytics

Organize and reconcile data, then explore cost and workforce drivers in Power BI.

● HR Domain Expertise

Translate HR processes, policies, and effective dates into calculation rules.

HR-Analytics.vn combines Digital HR experience, cost calculation design, and HR analytics to configure a model that reflects your business. We work with your team to validate the results and help HR use the solution in Power BI.

[REQUEST A DEMO](#)

Start Your Data-driven HR Journey

Connect your HR data. Turn insights into action.

Start with People Planning & Analytics and expand into a connected HR analytics solution on Power BI. Bring together your HR data, give your team the tools to explore it, and support decisions across workforce planning, recruitment, training, and performance.

[Request a Demo →](#)

HR Analytics

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