

ANALYTICS - For (HR) Analytics My-Orgchart offers a wide range of standard and ad hoc reporting tools: tables, charts, heatmaps, orgcharts and modeling. What-if analyzes works in combination with data-entry and slice-and-dice. The goal is to stay within budget. They are aimed at providing CFO's and line managers with information on budget exhaustion, so that they can act at an early stage.

Security

The "for your eyes only" aspect is important: managers should only see their own people. My-Orgchart can literally "cut up" an organization, creating its own (physically separated) mini-orgchart for each manager. These orgchartss may overlap, for example the director may get an orgchart with all the people.

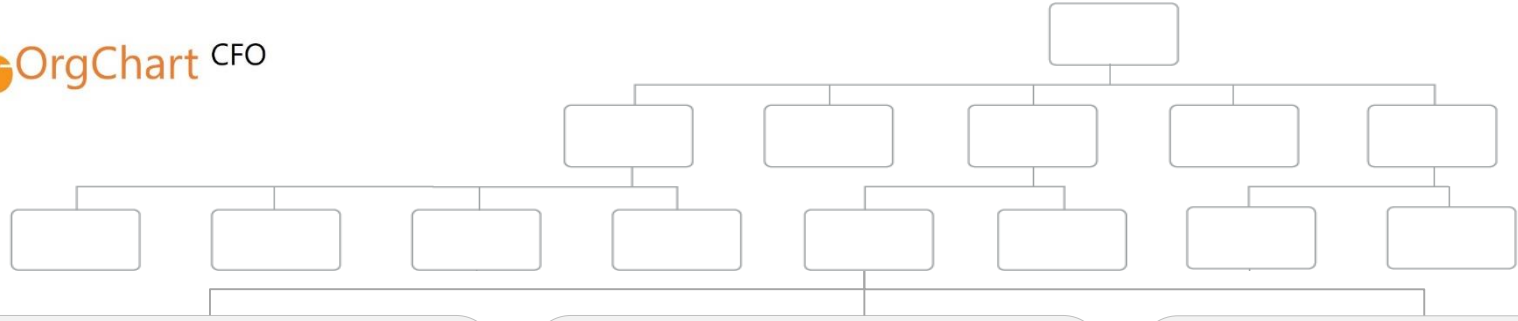
Snapshot Information (Photo)

Managers want information that relates to a certain moment in time. Such as: who called in sick today, what qualifications does someone have, how was someone assessed, what compensation was paid last month, what is the occupation in FTE, what was the distribution like at the end of the year by gender, age, salary group, etc., all things a line manager wants to know about his or her team.

Time Serie Information (Movie)

The line manager also wants team information over a period of time (that can be seen as a movie). Such as:

- Budget Exhaustion - Budgets are usually allocated on an annual basis. A cheap month can be preceded by an expensive month. It is important to stay within budget cumulatively at the end of the year.
- Inflow, Outflow and Throughput - Today the occupation may be in order, but will that still be the case in a few months' time when temporary contracts expire and people retire?
- Qualifications - Some qualifications remain valid, but others expire. Will there still be enough qualified people in the department in a few months' time, or will additional training and recruiting be required?

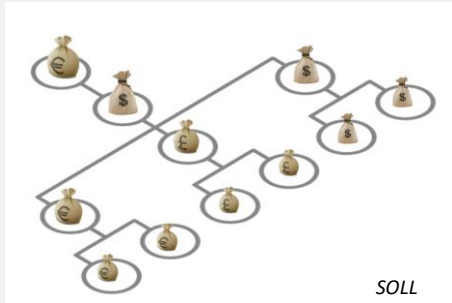
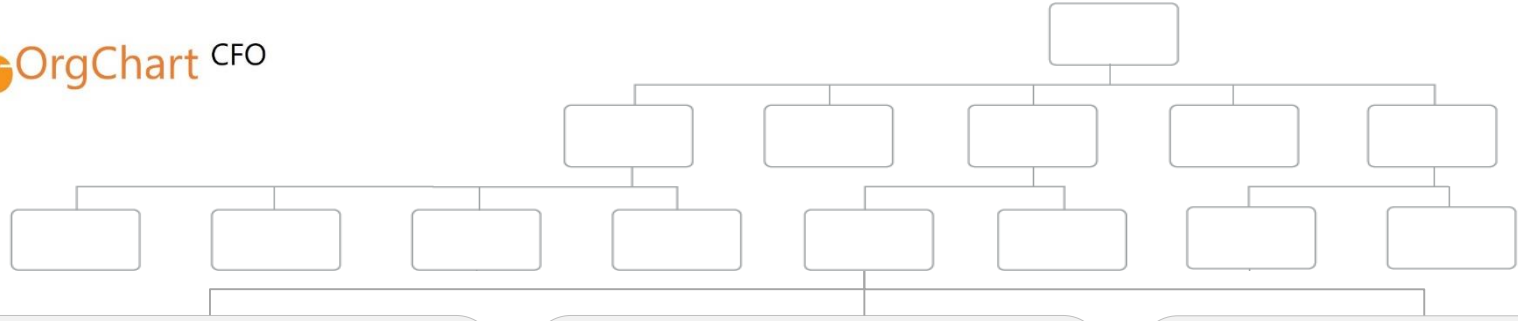


HR BUDGETING - The detailed staffing plan is the basis for personnel budgeting. Finance converts fte's into money and seeks a connection with the budget system, which usually uses a cost center hierarchy. Most employees work for one boss, but they can easily be allocated to two or more cost centers. The aim is to compare the two quantities: budget versus best estimates (consists of actuals for past months and estimates for future months till year-end).

The solution combines well with flexible benefits compensation. It is important for an à la carte system to have access to monthly employee budgets. Monthly budgets can differ in terms of both height and content.

BEFORE – the budget preparation phase. It starts with HR's personnel plan, which indicates how the quantitative and qualitative staffing should be. First a hierarchy adjusted to cost centers is put into position. Additional FTEs could make the plan more expensive. The same goes for the salary increases. Finance determines the salary space, based on the cost level that can be justified. Often, the salary space is specified as a budget per department or position. After that, line managers can further allocate these budgets to the individual employees working on that department or position.

AFTERWARDS – the budget depletion phase. After the budget preparation phase comes the budget exhaustion phase. Some of the budget months have now passed and its actuals are available. My-Orgchart collects the employee costs from the Payroll system for each month and compares them to the corresponding budget. As a result, the differences that reflect the degree of budget exhaustion will be calculated. Budget depletion information is not only available to Finance, but also to line managers (budget holders). There is the option of splitting up the organization and the associated budgets and costs according to budget holders. Each budget holder will then see his or her own part. Currency conversion is also possible by informing the system in advance of the main currency and the exchange rates for the subsidiary currencies.



SOLL VERSUS IST

The essence of planning: determine first where you want to go and then what the best way is to get there. Soll is the goal and Ist is the realization (or the situation you will end up with). There is usually a gap between Soll and Ist that must be bridged. A gap measured in: FTE, Money and Skills.

The My-Orgchart model calculates the following: Soll (→), Ist (✓), Absolute Gap (Δ) and Percentage Gap (%). These four variables are aggregated along the hierarchy lines: from position to department, from department to main department etc. (up to the highest level), from highest level to month and finally from month to year.

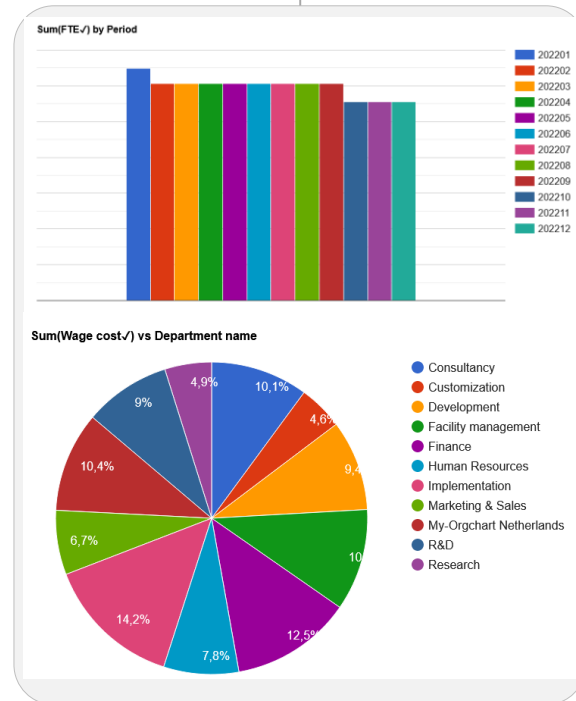
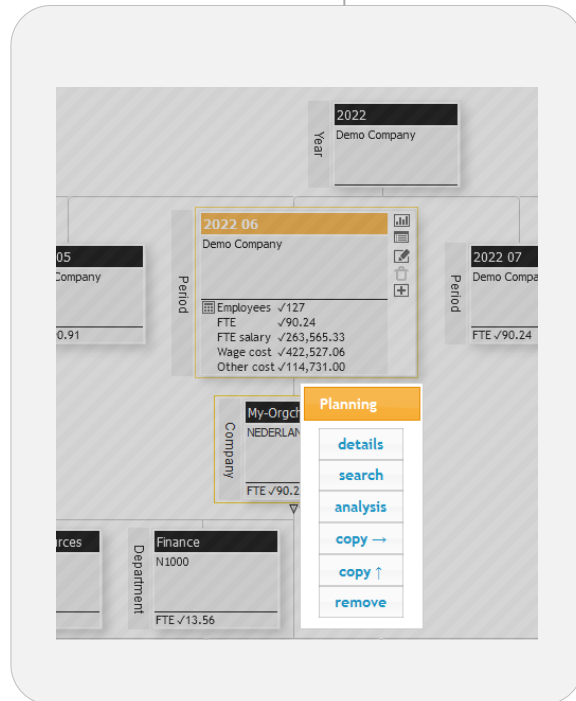
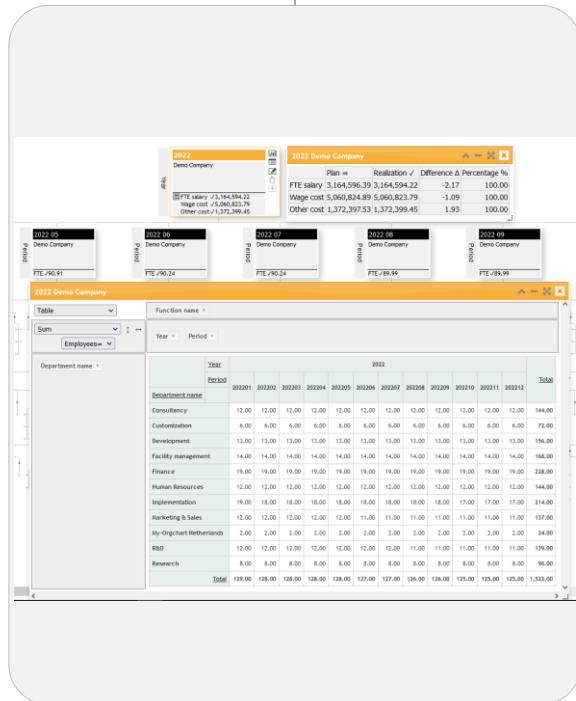
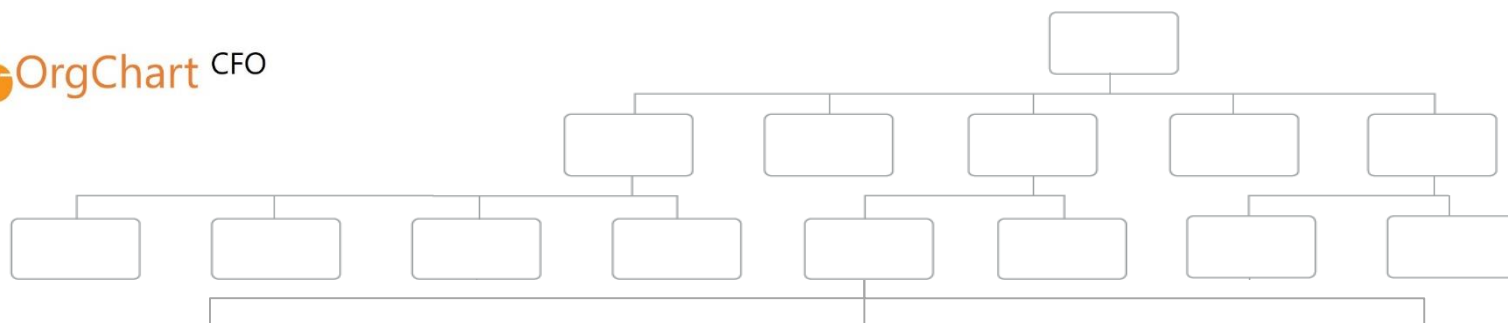
Model calculations are always "on" (OLAP-technology). After each edit or movement the model automatically recalculates the four variables.

COPY FORWARD AND UP

The My-Orgchart model has two special functionalities extrapolation and budget deduction (Copy → and Copy 1).

COPY FORWARD - The full data set (organization, position and population) is copied from the start month to the specified number of future months. The assumption is that transactions in month one will also apply the month(s) to follow. For that matter, copy forward is done with exception of future transactions found in the HR system.

COPY UP - The population data is aggregated and copied to the position level for all months in the model. In fact: the SOLL-values are taken over from the IST-values. The user can slide, raise, fire and add dummies to our heart's content before executing the copy up command.



advantages:

- ✓ saves time during budget preparation
- ✓ view on budget depletion
- ✓ info for line managers
- ✓ personnel costs under control

Orgcharts

- Cloud solution. Always and everywhere within reach.
- Runs in all web browsers on all devices.
- Can be used as a standalone or integrated application.
- Powerful pop-up screens provide information of your choice.
- Quick search and easy navigation within the orgchart.
- Design can be set yourself

Security

- Multiple layers of security down to the hierarchy level.
- Portal security (on portal placement).
- Internal org chart security.
- Data is kept with the customer.

Easy to deploy and maintain

- Zero install.
- Runs on clients.
- High performance (even with 100,000+ employees).
- Suitable for any organization.

The screenshot displays the My-OrgChart CFO interface. It features an organizational chart with several employee nodes. Pop-up windows provide detailed information for selected employees and cost breakdowns.

Finance Department (N1000)

FTE ✓13.56

F. Bishop Fran Bishop

Name : F. Bishop
 Nick name : Fran
 Gender : Female
 Work e-mail address : bishop@my-orgchart.com
 Work phone number : +31(33)8881615
 Work mobile number : +31(6)16753369
 Age : 33
 Years of service : 22
 Employee type : Internal
 Employment type : Permanent
 FTE : 1
 FTE salary : 1,940.21
 Wage cost : 2,571.77
 Other cost : 1,237.44

A. Fireside Alison

FTE ✓0.50

A. Drobyski Alison

FTE ✓0.50

K. Alexander Kees

FTE ✓0.8

R. Konge Rijkman

FTE ✓1.0

J. Fowles John

FTE ✓1.0

B. Lippman Ben

FTE ✓0.25

D. Fraser Dawn

FTE ✓0.50

M. Merchant Manish

FTE ✓0.50

F. Bishop Fran Bishop

Total
 Wage cost components Value 2,571.77

Code	Value	Description
4100	1,609.80	Gross Salaries
4104	133.62	Reservation end-of-year bonus
4107	128.79	Reservation holiday money
4121	204.97	Health insurance premium
4127	23.69	Unemployment insurance premium
4128	207.40	Disability insurance premium
4130	206.86	Pension premium
4131	2.90	Staff association contribution
4132	43.06	Study allowance
4170	10.68	Travel allowance

F. Bishop Fran Bishop

Total
 Other cost components Value 1,237.44

Code	Value	Type	Description
100	382.56	fixed	Other costs (fixed)
101	492.00	fte	Car
102	362.88	fte	Expenses