



Workshop: Erarbeitung von 3 Fragestellungen in 4 Gruppen

1. Was sind Herausforderungen? – (10 Minuten)
2. Was sind Lösungen? – (10 Minuten)
3. Was sind Wünsche? – (10 Minuten)

Erarbeitung von Best Practices zu Themen:

Operative Personalkostenplanung: Möglichkeiten der Effizienzsteigerung

Strategische Personalplanung: Einführung einfach gemacht!

KI-Anwendungsfälle im HR: Welchen Mehrwert kann KI bieten?

HR Analytics: Best Practices im HR Benchmarking

Gruppe

Moderator

1

Daniel Glaser

2

Olivier Müller

3

Peter Cissek

4

Johannes Kumpf

Gruppenaufteilung:

Abzählen **1 - 2 - 3 - 4 - 1 - 2 - 3 - 4**

Herausforderungen

- "alte" Denkweise
- Medienbrüche
- fehlendes Verantwortungsbewusstsein
- Doppelpflege/kein SSoT
- fehlendes Verständnis des Mehrwertes
- zentrale Planung vs. dezentrale Planung

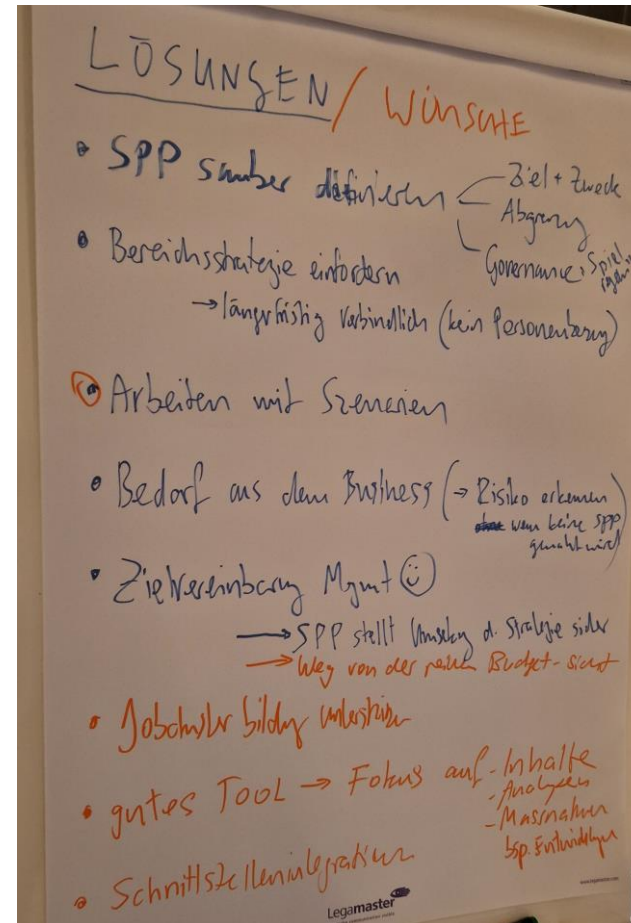
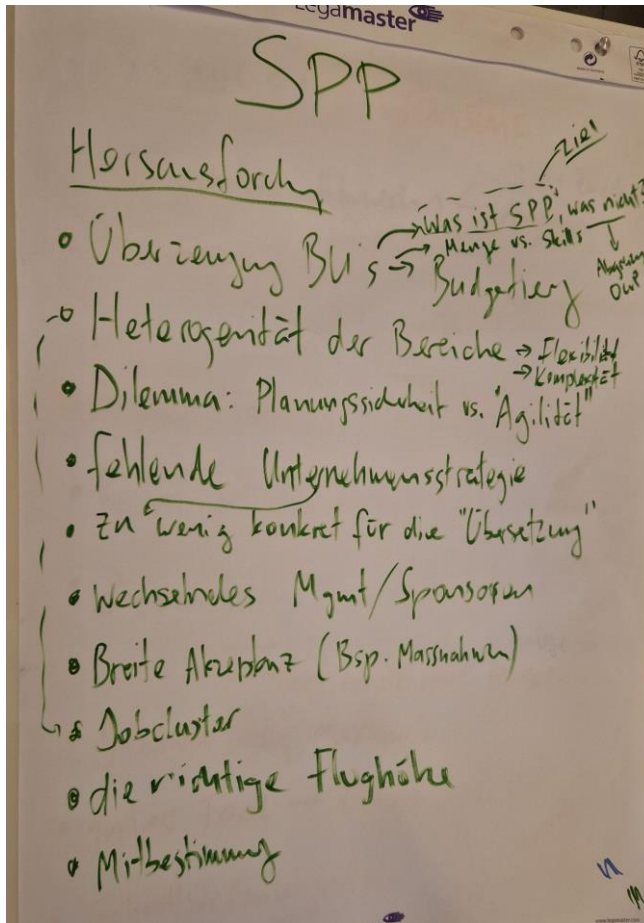
Lösungsansätze

- change Management
- ~~Verwendung~~ Verwendung Softwarelösung & Tracking via KPIs
- Systemische Ansätze
- klare Kommunikation & Verbindlichkeit

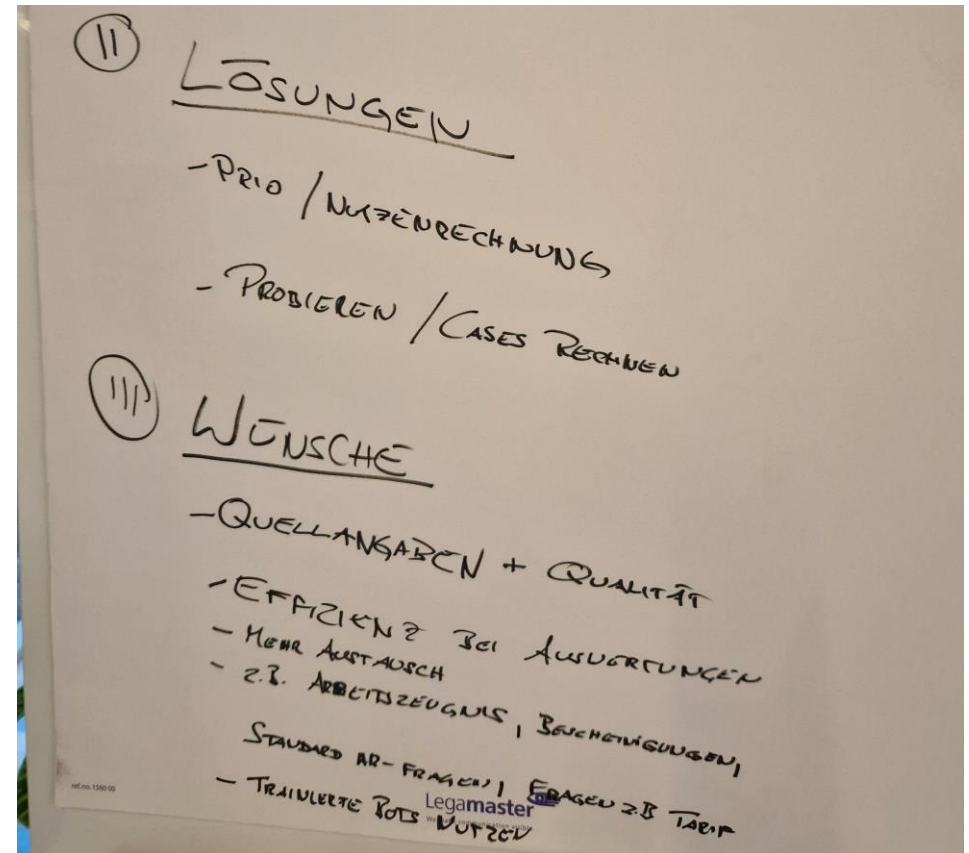
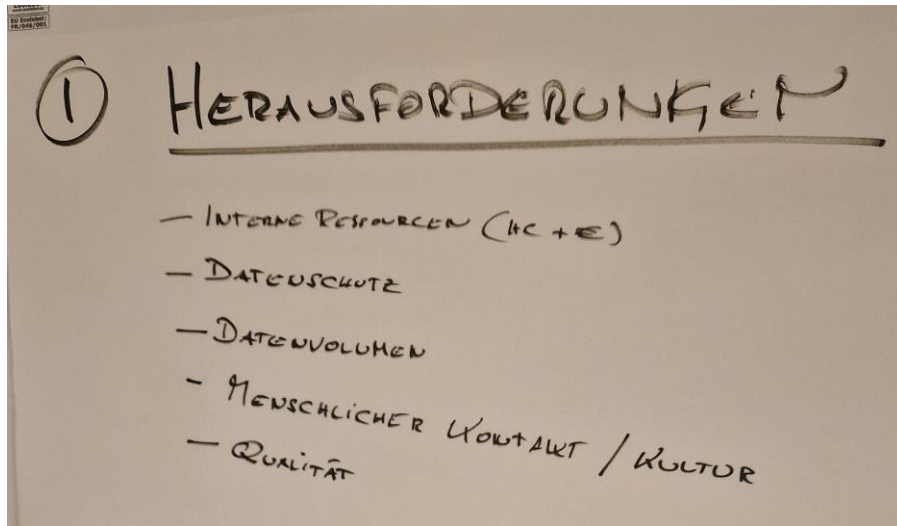
Wünsche

- Vergleichbarkeit Szenarien
- Auswirkungen Maßnahmen
- 100% Kostenpassung zum späteren IST (Entgeltabrechnung)

Strategische Personalplanung: Einführung einfach gemacht!



KI-Anwendungsfälle im HR: Welchen Mehrwert kann KI bieten?



HR Analytics: Best Practices im HR Benchmarking

Herausforderungen

- Vergleichbarkeit der Daten
insbes. in Bezug auf externe Daten
- Datenbasis / Definitionen
- "Kultur" im Umgang mit Daten
- Datenschutz vs. betriebliche
Notwendigkeiten

Lösungen

- Separate aggregierte Daten
- Zeitreihen anstelle Datenpunkte
- Beteiligte zu Betroffenen
machen

Wünsche

- ↳ Benchmarking „auf Knopfdruck“
- ↳ Einsatz von KI für
internes Benchmarking
- ↳ Optimale Datenqualität



ALL RIGHTS RESERVED.

The information in this document is confidential and proprietary to CubeServ Group (hereinafter referred to as CubeServ) and may not be disclosed without the permission of CubeServ. No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of CubeServ. The information contained herein may be changed without prior notice.

Some software products marketed by CubeServ and its distributors contain proprietary software components of other software vendors. All other product and service names mentioned are the trademarks of their respective companies. National product specifications may vary.

SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. Please see <http://global12.sap.com/corporate-en/legal/copyright/index.epx> for additional trademark information and notices.

These materials are provided by CubeServ for informational purposes only and may not be incorporated into a contract. The materials are provided without representation or warranty of any kind, and CubeServ shall not be liable for errors or omissions with respect to the materials. This document is provided without a warranty of any kind, either express or implied, including but not limited to, the implied warranties of merchantability, fitness for a particular purpose, or non-infringement. The only warranties for CubeServ products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.

In particular, CubeServ has no obligation to pursue any course of business outlined in this document or any related presentation, or to develop or release any functionality mentioned therein. This document, or any related presentation, and CubeServ's strategy and possible future developments, products and/or platform directions and functionality are all subject to change and may be changed at any time for any reason without notice. The information in this document is not a commitment, promise or legal obligation to deliver any material, code, or functionality. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements which speak only as of their dates, and they should not be relied upon in making purchasing decisions.