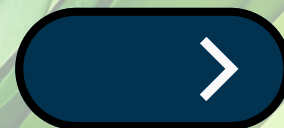


5 Workforce Compensation Planning Pitfalls

How Finance leaders can avoid these 5 pitfalls that undermine forecast accuracy



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Treating Compensation as a Static Expense

Merit increases, promotions, turnover, and market adjustments constantly change workforce costs. Small assumptions compound quickly across the organization.



Underestimating the True Cost of Merit Increases

A 3% raise rarely means only 3% more spend.

Additional impact often includes:

- Taxes
- Benefits
- Bonuses
- Equity
- Commissions



Ignoring Promotion & Backfill Costs

Promotions don't happen in isolation.

They often trigger:

- Recruiting expenses
- Backfill hiring
- Ramp-up costs
- New incentive structures



Using Unrealistic Vacancy Assumptions

When hiring timelines don't match reality:

- Forecasts become inaccurate.
- Budgets become unreliable.
- Business decisions become riskier.



Finance and HR Operating from Different Places

Disconnected systems create:

- Multiple versions of the truth
- Manual reconciliation
- Conflicting assumptions
- Forecasting delays

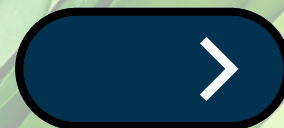


CompAnalytics

CompAnalytics unifies:
Finance | Payroll | HR | Equity
into one connected workforce
intelligence program.

Finance teams can't forecast
what they can't see.

Disconnected workforce
data leads to inaccurate
assumptions and unreliable
forecasts.



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Learn Practical ways
finance leaders can
improve forecast
accuracy and workforce
planning visibility

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