

CGI Advantage Human Resource Management



State and local governments need comprehensive, flexible human resources management (HRM) solutions to address critical operational functions, support multigenerational stakeholders with ever-rising expectations, and comply with changing regulations and union mandates.

Effective HRM solutions should support unique government processes and allow critical functions to be tracked and reported with ease. They should include government best practices such as comprehensive labor distribution, time and leave with activity tracking, mass change processing, and retroactive adjustment processing for pay, deductions, and leave.

Yet, many HRM solutions are labor-intensive and lack required government functionality, resulting in delayed payrolls, incorrect paycheck calculations, retroactive adjustments, and inflexible benefit plans.

Government HR expertise

Drawing on best practices developed from 40 years of government experience, CGI Advantage HRM is a web-based human resources, payroll and benefits administration solution built exclusively for government, minimizing customization to reduce total cost of ownership.

CGI Advantage HRM combines modern technology and configurable government business applications to streamline the HR processes from hire to retire. Our solution eliminates redundant data entry, simplifies administrative processing, improves data accuracy and security, and empowers employees and managers.

State and local governments leveraging our solution are better able to manage their workforce by aligning strategic human resources with organizational goals, while their HR departments are using it to meet efficiency and management reporting objectives and support online recruiting and timekeeping.



CGI Advantage Human Resource Management benefits

- Increase employee engagement with a modern, mobile-first user experience
- Empower employees through robust self-service capabilities
- Streamline HR processes, reduce redundant data entry, and lower costs
- Advanced analytics and flexible reporting provide workforce decision support
- Comprehensive timekeeping and sophisticated automated calculations reduce pay cycle time
- Attract, manage and retain employees with recruiting, onboarding, learning, and performance
- Streamline administrative activities with configurable forms that utilize powerful workflows and approvals

Key features include:

- A comprehensive set of configurable business functions automate day-to-day processes to meet regulatory and union mandates
- Business rule-driven capabilities support bargaining unit requirements, effective dating of key information, and sophisticated work and pay histories along with comprehensive retroactive pay, deduction, and leave processes
- Self-service applications for employees and managers feature mobile access to support anytime, anywhere information
- Direct access for employees to manage benefits, leave, skills, education, learning and career development

Key business functions include:

- Position Control
- Recruiting and Staffing
- Human Resources
- Payroll
- Benefits Administration
- Labor Distribution
- Time and Leave
- Manager Self Service
- Employee Self Service

Contact us today to learn more about how CGI can relieve the challenges of HR and payroll so you can get back to the business of government.

CGI Advantage is a trademark or registered trademark of CGI Inc. or its related companies.

**“As our needs
have grown, CGI
has helped partner
with us to meet
those needs.”**

Tara Crisp,
Technology Services Manager,
Cobb County, GA

About CGI

Insights you can act on

Founded in 1976, CGI is among the largest IT and business consulting services firms in the world.

We are insights-driven and outcomes-based to help accelerate returns on your investments. Across hundreds of locations worldwide, we provide comprehensive, scalable and sustainable IT and business consulting services that are informed globally and delivered locally.

For more information

Visit cgi.com/advantage

Email us at cgiadvantage@cgi.com