

# CGI Advantage® Human Resource Management



State and local governments need a comprehensive, dynamic human resource management (HRM) solution to support multigenerational stakeholders and comply with ever-changing regulations.

Effective HRM solutions support unique government processes, streamline reporting on critical operations, efficiently manage union mandates and deliver features aligned with government best practices. These capabilities include comprehensive labor distribution, robust performance management with succession planning, time and leave management with activity tracking, 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, a lack of transparency, inflexible benefit plans and a disjointed user experience – all leading to a higher total cost of ownership.

## CGI knows government HR

CGI Advantage is a modern, comprehensive HRM solution designed specifically for the unique needs of state and local governments. Developed by public sector experts and backed by CGI's 50 years of industry experience, it streamlines workforce management from end to end, without the need for costly customizations.

With CGI Advantage, entities can:

- Eliminate redundant data entry
- Simplify administrative processes
- Improve data accuracy and security
- Empower employees and managers with intuitive self-service tools

CGI Advantage improves workforce planning and employee retention by aligning strategic HR initiatives with organizational goals.

This truly unified solution provides real-time, reliable data so that you can make smarter decisions faster. For example, time tracking automatically updates against budget balances, and payroll reflects current expenditures.



## CGI Advantage human resource management benefits

- Increase employee engagement with a modern, mobile-first user experience
- Streamline HR processes, reduce redundant data entry and lower costs
- Advanced analytics and flexible reporting support smarter decision making
- Comprehensive timekeeping and sophisticated automated calculations reduce pay cycle time
- Attract, manage and retain employees
- Streamline administrative activities with powerful automation
- Elevate employee engagement and drive holistic succession planning

## Key features include:

- A comprehensive set of configurable business functions that automate day-to-day processes and meet regulatory and union mandates
- Business rule-driven capabilities that support bargaining unit requirements, sophisticated work and pay histories and comprehensive retroactive pay, deduction and leave processes
- Self-service applications for employees and managers that feature mobile access to support anytime, anywhere information
- Direct access for employees to manage benefits, leave, skills, education, learning and career development
- Elevated employee performance and engagement through Performance Journey, a holistic solution for iterative goal setting and tracking, 360 feedback and continuous development
- An integrated platform that fosters a culture of appreciation through peer recognition and empowers strategic talent management with robust succession planning

## Key business functions include:

- Position control
- Recruiting and staffing
- Human resources
- Payroll
- Benefits administration
- Performance management
- Succession planning
- Labor distribution
- Time and leave
- Manager self-service
- Employee self-service

Contact us today to learn more about how CGI can optimize 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.

**“CGI Advantage offers modern technologies to enhance current processes and make efficiencies where we've been otherwise lacking.”**

**Brittani Porter,**  
Human Resource Program  
Manager,  
State of Utah

## 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

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