

CGI Advantage[®] Human Resource Management



State and local governments need comprehensive, flexible human resources management (HRM) systems 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 in use today are labor-intensive and lack required government functionality, resulting in delayed payrolls, incorrect paycheck calculations, retroactive adjustments, and inflexible benefit plans.

CGI solves the challenge

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. It 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 able to better 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

- Streamline HR processes and lower costs
- Reduce redundant data entry
- Support workforce-related decisions with flexible reporting and graphical dashboards
- Reduce pay cycle time with comprehensive timekeeping and the ability to automatically calculate sophisticated payments
- Control access to sensitive information with flexible role-based security model
- Attract, manage and retain employees with recruiting, onboarding, learning, performance and succession
- Setup business rules for grants and fund accounting
- Streamline administrative activities:
 - Self-service portals
 - Online access to employee data
 - Forms that utilize powerful workflow and approvals
 - Track service credits

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

Trust in the results

CGI has partnered with Cobb County, Georgia for almost two decades, providing HRM and financial management solutions. Part of metropolitan Atlanta, just north of downtown, Cobb County serves more than 740,000 citizens with approximately 5,000 employees.

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

“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 21 industry sectors in 400 locations worldwide, our 76,000 professionals 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