

# CGI's Cloud HR Solution

## Maximise employee engagement and productivity



Experience the commitment®

**C**ompanies are under increasing pressure to minimise costs whilst maximising productivity and engagement of their staff.

Cloud based HR solutions are quick to deploy, easy to use and don't require big up-front spend. They do however need highly experienced HR consultants to guide customers in how to implement and embed them to provide maximum benefit for the organisation.

CGI's best practice Cloud HR solution based on SuccessFactors enables organisations to:

- Quickly deploy a class-leading HR solution without large up-front outlay
- Cut costs of ongoing HR operations
- Realise the benefits of user friendly and effective processes accessed via highly intuitive 'toy-like' screens
- Connect employees to business needs and strategy
- Report and manage Key Results Areas for HR

Our approach helps organisations run a best practice HR function that engages managers and employees.

### THE CHALLENGE



Are your HR processes stuck at the red light and not able to connect to the new world of mobile and cloud? Is your organisation: connected, social and collaborative – or are your people more techno-savvy than the HR processes and systems you operate? Is keeping up with innovation a real challenge and your HR system expensive to run?

Whether you're operating a manufacturing, service or public sector organisation you need employees engaged in: what the organisation is trying to achieve; appropriately trained and rewarded. You know if they have to struggle with HR systems to do so, only the most tenacious will succeed.

### THE ANSWER

CGI, with its vast experience of deploying and running HR and Payroll solutions combined with the latest technology from SuccessFactors offers a truly innovative and secure cloud based HR solution. The SuccessFactors HR suite is the industry's only Cloud HR solution that not only provides comprehensive, integrated HR capabilities, it is specifically designed for ease of use and business execution.



### FACT SHEET

#### Why CGI for HR?

- Our team of SAP experts talk your language and understand Human Resources service delivery
- Our framework includes proven templates that accelerate your adoption of best practice, so your project takes less time and gives you a better result.
- We have the expertise to be able to integrate your core SAP HR with SuccessFactors
- Our platform has been rated as the leading Performance Management Solution by Gartner 2011
- CGI can help you with the full answer to your HR future – implementation, transformation and operation
- CGI has years of experience providing hosted HR and Payroll services

CGI's cloud HR solution will enable organisations to take advantage of a subscription based model, no more large cap-ex costs for HR systems. It is a pure SaaS-based solution with a much lower total cost of ownership (TCO) than on-premise core HR solutions — customers have seen up to 3X lower TCO over five years. The subscription model also allows organisations to ride the wave of innovation as the core product is updated every four months. Also, it easily scales as business needs expand while delivering constant innovation without disruption.

### HOW DOES CGI HELP?

Even a great tool needs a good implementation team and approach to ensure it meets business requirements. Organisations can take advantage of our implementation services to de-risk and accelerate their deployment of HR Cloud and Payroll services. Our expertise in Human Resource consulting and system implementations gives our clients the dual advantage of a cost effective project combined with high quality experienced team.

Our team has a long history of successful HR systems implementations and has added SuccessFactors to our capability. Our approach will ensure you reap the business value from:

- An enterprise-grade Core HR solution with employee records, organisational and pay structures
- An end to end recruitment system including social media capability
- Comprehensive learning capability including iContent, social learning, learning management and analytics
- Clear and engaging performance management processes including goal libraries, cascading goals, 360 degree reviews and calibration
- Succession planning tools to identify and anticipate and bridge the talent gaps in your organisation
- Compensation management to dramatically improve budget accuracy, reduce risk, and tie the major expense of pay to actual business results
- Advanced business analytics providing actionable insights by means of over 2,000 pre-defined metrics and reports

Our solution can be implemented as a complete solution or elements of it can be linked to an organisations existing SAP HR/Pay system in a hybrid deployment model. The hybrid deployment allows organisations to leverage their investment in SAP whilst taking advantage of the usability and advanced features of the SuccessFactors suite.

Engage CGI to re-energise your HR processes and make your employee performance world-class.

### ABOUT CGI

With 68,000 professionals operating in 400 offices in 40 countries, CGI fosters local accountability for client success while bringing global delivery capabilities to clients' front doors. Founded in 1976, CGI applies a disciplined delivery approach that has achieved an industry-leading track record of on-time, on-budget projects. Our high-quality business consulting, systems integration and outsourcing services help clients leverage current investments while adopting new technology and business strategies that achieve top and bottom line results. As a demonstration of our commitment, our average client satisfaction score for the past 10 years has measured consistently higher than 9 out of 10.

0033 0613

### BENEFITS

- Subscription based, no more large capital expense
- Lower cost and risk deployment through CGI's HR framework
- Efficient run costs as the solution is completely hosted in the 'cloud'
- Exploits the investment made by the software vendor with quarterly updates to the core system
- Class leading usability leading to better embedding of transformed HR processes
- Completely integrates core HR and Payroll with Gartner top quadrant Talent Management capability
- Provides intuitive tools to form groups, networks, and share knowledge around business goals.

For more information, please contact us at

T: +44 (0) 845 070 7765

E: [enquiry.uk@cgi.com](mailto:enquiry.uk@cgi.com)

[www.cgi-group.co.uk/SAP](http://www.cgi-group.co.uk/SAP)