

Human Resources Management

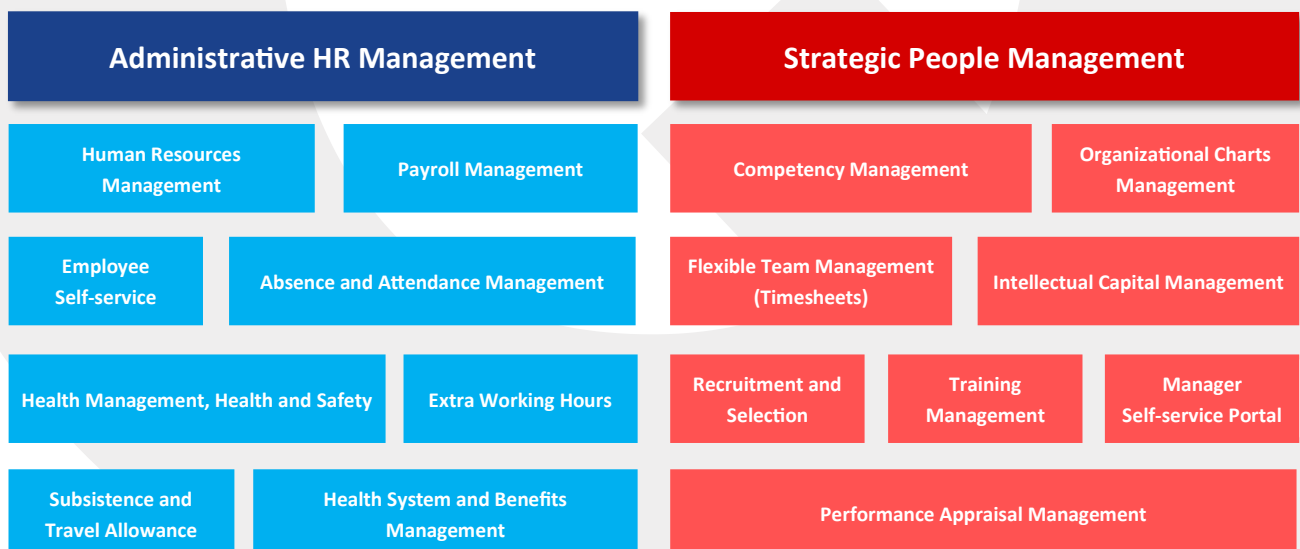
People before Technology

We are suppliers of technologically advanced solutions for Human Resource Management (HRM) integrated information systems (IS) in both administrative and technical components, using our own technology: Genio. Our portfolio includes more than 45 solutions in more than 50 customers, which corresponds to more than 300 solutions in use daily.

We combine technology and strategy, bringing users closer to their business processes and giving information support for better HR decisions. Working with and for people (People before Technology), our services allow, in addition to efficiency and effectiveness, common to the IS, respond to current strategic HRM concerns that impose more stringent values in organizational management, such as transparency, legality, legitimacy, evidence, and maximizing human capital.

Innovative by heart and mission, our solutions focus in the interaction and the relationship between People and HR, position which improves the growth of not only organizations but also individuals.

Solutions



Case Study



Challenge

One of the Government's priorities was to automate processes, especially within the Public Sector. Previously, 12000 civil servants and 4000 temporary contracted were managed using a database in Excel and Access, which contained very limited information. Unreliable data was kept on one pc without internet connection which disabled information sharing.

Hence, in the same year the commission was constituted, Quidgest was challenged to develop a suitable information system in the context of the United Nations Development Program, which gathers detailed information and facilitates human resources management

Solution

The similarity between the Timorese and Portuguese civil law enhanced compatibility with legislative requirements. The PMIS (Personnel Management Information System) allows transparent communication across the Timorese Public Sector (including ministries and National Directorates).

Agencies have online access to information related to their employees. Only the Public Service Commission has access to information related to Public Services.

In a first stage, the system was implemented at the Public Service Commission, followed by enabling web access for all institutions that report to the PSC.

Results

The implementation of new processes led to modernization of the Timorese Public Sector and use of the latest technologies.

The usability of the system and process monitoring were important factors to change the existing paradigm of the country's public sector. Many manual processes were streamlined and are now done automatically.

This Human Resources Management solution supports managing geographically dispersed employees, while obtaining a comprehensive perspective and strategic vision of the Timorese Public Services.

Data is imported directly into the central database by the institutions, which stimulates transparency and fairness required for the country's reconstruction and reinforces the credibility of the management.

The solution encourages decision making based on effective and consistent data, ensuring greater reliability.

"Quidgest left a positive impression on me as they fully met our needs, offering an intuitive tool specifically developed to address the situation in East-Timor. Many difficulties arose during the project implementation: lack of qualified local staff, unstable political situation and changes to the development specification. However, Quidgest always demonstrated professionalism and commitment in delivering a comprehensive management system, as expected."

Libório Pereira, Chairman of the Board of the Timorese Public Administration