



HR^{net}

Software Solutions Built for the Business of Government

LATS^{net}

CMA's Human Resources Management System

The Leave & Accrual Tracking System (LATS^{net}), a component of CMA's complete HR^{net} Solution, allows companies and public sector organizations to manage employee work hours and leave utilization with flexibility, security, and accuracy using an industry standard web-based software system solution. LATS^{net} is a total solution that combines electronic timesheet and time clock functionality. It automates the manual processes of tracking employee work schedules, leave utilization, attendance, and labor distribution. Developed in 1998, LATS^{net} has been successfully serving government clients, large and small for nearly a decade. LATS^{net} is a wholly proprietary product that was developed by a dedicated team of professionals. The CMA team provides expert product support and maintenance, along with continuous product development to provide customers with the most advanced technology and an ever-evolving list of system features and functionality.

Benefits:

- Reduces staff time – eliminates manual review, auditing, and calculations
- Eliminates manual calculations performed by employees and opportunities for human error
- Easy to use and highly configurable
- Provides flexibility to meet reporting needs at all levels of the organization
- Reduces payroll costs and the risk of payroll errors
- Web-based Timesheet, Scheduler, Approval Workflow, and Time Distribution
- Open Systems Platform/Open Database Structure
- Integrates with Payroll and other Human Resource Systems
- Multiple data entry device options – including biometric readers, optical scanners, time clocks, or web-based direct entry

HRIS^{net}

CMA's Human Resources Management System

CMA's web-based Human Resources Information system (HRISnet), is a broad reaching, user-friendly application that streamlines HR and payroll processing activities for government agencies. HRIS^{net} provides government agencies with a system that automates the processing of all standard personnel practices. From initial hiring through probationary periods, performance evaluations, and grievance and disciplinary tracking, HRIS^{net} automates and simplifies virtually every aspect of personnel administration. HRIS^{net} is equipped with powerful reporting tools to provide agencies the ability to generate detailed reports to better plan and manage workforce activities.

Benefits:

- Addresses unique requirements of public sector
- Integrates Title and Position Management, Personnel/Employee Transactions, Payroll, Labor Relations, Probation, and Performance Evaluation activities
- Facilitates access and tracking of HR information
- Delivers a variety of management and business organization-specific reports
- Improves HR efficiency
- Provides multiple levels of security
- Interfaces with CMA's Leave & Accrual Tracking System (LATS)

LMS^{net}

CMA's Enterprise Learning Management System

LMS^{net}, CMA's Learning Management System, is a Web-based application that allows an organization to plan, organize, implement, and control many aspects of the training and workforce development process. The highly intuitive design of the user interface presents a consistent and easy-to-use application for both training administrators and trainees. LMS^{net} can be deployed to support both administrative enrollments of trainees or trainee self-registrations. The LMS^{net} administrative module allows Supervisors, Training Administrators, and other defined users the ability to manage trainees, courses, instructors, resources. It also provides the ability to create customized training plans, custom e-mail notifications, course prerequisites, and custom class evaluations. LMS^{net} facilitates the administration of training activities by providing agencies the ability to offer vendor supplied AICC and SCORM compliant courses, or custom developed course material. It also features robust database management tools and reporting capability to provide agencies with critical workforce and training data, including detailed education, training and certification histories.

- Moves training administration from paper-based to paper-less
- Provides the ability for an organization to deliver online training 24/7
- Facilitates delivery of SCORM 1.2 or AICC compliant eLearning content
- Helps organizations achieve/maintain legal compliance requirements

- Tracks/reports status of Certifications, Continuing Education Credits, Competencies (Skills)
- Provides a snapshot of an organization's existing skill sets and facilitates analysis of training needs.
- Contains powerful reporting and analytic tools
- Assists an organization in overall personnel/workforce development