



**Qatar's Government
Resource Planning
Program**

Government Resource Planning (GRP) Program

The Government Resource Planning (GRP) program (Mawared) was created to be part of the strategic plan of the Integrated Government (i-Gov) Program in Qatar. Mawared is considered to be one of the most important initiatives in the i-Gov Program. Its aim is to enhance the interaction between all government entities in managing government resources.

Following its establishment, The Supreme Council of Information and Communication Technology (ictQATAR) defined the strategy and the scope of Mawared focusing on the priorities and requirements of Mawared services in utilizing technology. This led to ictQATAR's partnership with SAP to put into place a centralized system across all government entities that will empower and advance the abilities of the different government entities in managing their resources.

In recognition of the importance of Mawared a Steering Committee was established under the Emiri decree no. (1) of 2008 by H.H. Sheikh Tamim bin Hamad Al-Thani, Deputy Emir and Heir Apparent and the Chairman of ictQATAR. The Steering Committee included representatives from the Ministry of Economy and Finance, the General Secretariat of the Council of Ministers and ictQATAR.

Mawared: Transforming the role and value of HCM

Mawared brings leading-edge Human Capital Management (HCM) solution to empower the government entities to maximize workforce potential and improve HR services.

Mawared Objectives

Mawared supports the government entities to attract and retain the right qualified people, develop and leverage their talents, align their efforts with the Government strategic objectives, and to retain top performers.

Mawared automates talent management and other HR processes, such as time management and payroll, enabling increased efficiency and better compliance with Qatari laws and regulations.

Managing the Human Capital of your Entity

For the purpose of maximizing workforce productivity across the Government of Qatar, government entities will be equipped to perform the following activities:



Benefits at a glance

- ✓ Provide an online and real time Human Capital Management centralized system for the Government of Qatar; enabling multi-organizational management and offering a single view of the consolidated employees' information
- ✓ Minimize duplications and errors through a fully centralized system that includes integration with other core business systems
- ✓ Improve HR services through reduction of manual effort and provision of easier access to information
- ✓ Standardize business processes across Government entities, in keeping with the Government HR Law and internationally recognized good practices
- ✓ Ensure an intelligent reporting system to support faster decision-making. All Government entities will be able to base their decisions on consistent information, which is accurate and timely
- ✓ Ensure appropriate security and access control for each user across entities and locations

Providing a flexible Foundation for Growth

A Comprehensive Approach to Talent Management

Mawared provides a single centralized view of available talent and a common language for all talent-related practices across all Government entities. Its organizational framework simplifies reporting relationships, hierarchies and workflows.

Mawared will help you manage the talent of your entity effectively through breaking down the organizational barriers and linking traditional HR practices in your software application.

Mawared will help determine the common qualities of the critical competencies your organization needs to thrive. It integrates the core processes required to manage your workforce, allowing you to attract, hire, and 'onboard' qualified candidates quickly. It will help you educate and train employees, identify and nurture future leaders, and motivate and align your workforce with the Government strategic objectives.

Increase Efficiency through HR Process Automation

Through Mawared, routine administrative tasks are automated and HR staff are free to work on tasks generating real business value. Automating and integrating core HR processes such as employee administration, organizational management, time management and payroll will minimize both human error and duplicated effort.

Mawared ensures adherence to Qatar Government HR Law and improves collaboration, increases user productivity and reduces the time and costs associated with administrative HR processes.

Improve HR Service Delivery

Mawared is tailored to the needs, expectations and goals of your entity.

Using self-services, employees and managers can view and maintain HR related personal information. Self-services incorporate a Web browser that allows easy access to information, applications and services. This simplified access boosts motivation, productivity and efficiency for employees and managers alike.

Comprehensive Insights and Actionable Information through Workforce Analytics

You can benefit from the workforce analytical and reporting tools that Mawared provides; use them to develop workforce strategies, analyze results, and monitor typical ongoing key performance indicators to ensure optimum process performance.

Mawared will also allow you to analyze employee turnover and retention, implement and monitor your organizational strategy and align employee goals with that strategy.

Through the implementation of Mawared you can monitor and measure progress of workforce performance toward organizational goals.

Through realizing the strategic power of Mawared you can exploit the following advantages:

- ✓ Real-time analytics for planning, monitoring, and measuring
- ✓ Integrated end-to-end business processes that speed decision making, drive effectiveness
- ✓ Direct correlation of investments in recruiting, training, and compensation with business results
- ✓ Maximized reuse of HR data to drive Human Capital Management processes
- ✓ Direct visibility into workforce performance

Mawared Supports Key Business Activities

Workforce Analytics

- Empower government entities executives, HR professionals, and line managers to make well-informed decisions
- Enable them to manage human capital more effectively, predict human-capital investment demands, and track workforce costs and the ROI associated with HR projects

Talent Management

- Consistently achieve government objectives by aligning the workforce with the organizational objectives and finding the best candidates for the job.
- Retain talented employees by clearly defining their career and development plans

Recruiting

- Provide an end-to-end solution for the entire recruiting process
- Reduce time to hire
- Build strong long-term relationships with potential employees

Enterprise Learning

- Provide employees with the skills they need
- Improve the learning process through educational offerings based on employee job, preferences, and qualifications

Performance Management

- Enable consistent achievement of government objectives by aligning the workforce to support management objectives

Succession Management

- Proactively identify and fill talent gaps
- Ensure that future leaders can be effectively promoted from within – and that successors are identified for key positions

Payroll and Legal Reporting

- Reduce risk of noncompliance by supporting current legal regulations and the HR Law
- Reduce risk of legislative infringement with reporting and analytic tools

Manager Self-Services

- Ensure faster decision making by providing real-time access to needed information such as key performance indicators,

- warnings, and analytical information
- Reduce cycle times for budget and staffing tasks

Employee Self-Services

- Improve productivity and job satisfaction by enabling employees to access data on a web portal
- Improve HR productivity by automating paper-based processes