

Infor Human Capital Management (HCM) suite

The most complete cloud HCM solution built for complex industries with a large frontline workforce

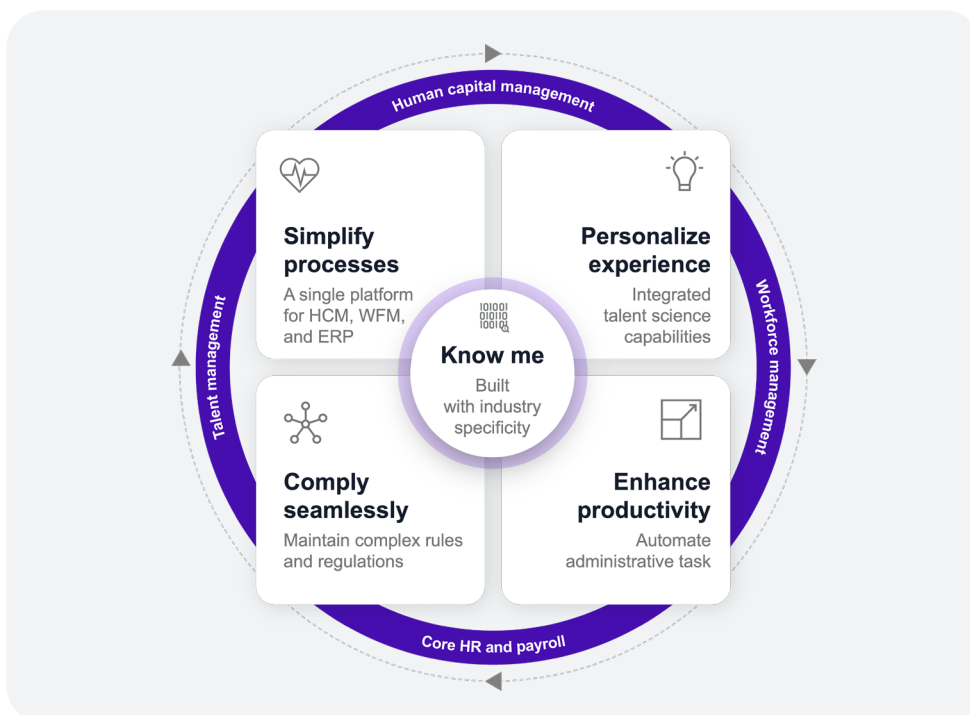


Infor™ Human Capital Management (HCM) is an artificial intelligence (AI)-powered solution that unifies human resources (HR), payroll, talent, and workforce management in one suite. It is designed for organizations with a large frontline workforce and complex payroll or regulatory requirements.

Unique HCM value delivered by Infor

Infor delivers proven workforce management capabilities for time, attendance, and scheduling that fully meet the needs of enterprises with 1,000 to 50,000 employees. This helps customers maintain frontline employee coverage, reduce burnout, and improve job satisfaction through flexible, mobile-friendly tools.

Built on a native cloud-first platform, Infor HCM deploys faster, connects seamlessly with existing systems, and delivers measurable outcomes on time and on budget. It is an end-to-end suite that supports every stage of the employee journey and is engineered with AI and automations to enable a more empowered and fulfilled workforce.



Infor has been a leader in HCM for over five years

“Infor’s long-standing expertise in providing organizations with a tailored approach enables high levels of flexibility with the application of industry best practices, making it an attractive choice for organizations in specialized industries that require configurability to specific needs.”

Nucleus Research Enterprise HCM Technology Value Matrix 2024



Infor HCM is designed on a differentiated product vision

Improve people’s lives by empowering employees, customers, partners, and society to achieve their full potential.



Excel at **frontline worker-centric needs**

Optimize for the unique needs of frontline workers in terms of employee experience, operations, and talent management.



Reduce complexity with **automation and hyper-productive experiences**

Simplify the complex operational and compliance demands of employers with dynamic workforces, enabling customers and employees to maximize their full potential.



Support **end-to-end employee operations as one connected platform**

Holistically support employers’ people-centric operations across the entire employee journey, so that employers’ and employees’ needs are met from “hello to hire to retire.”



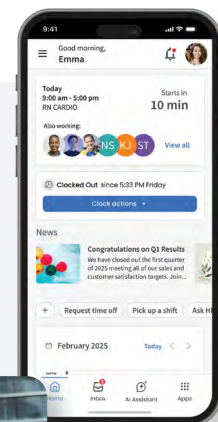
Create **mutual benefit**

Build a marketplace and open solution ecosystem based on win-win partnerships and shared benefits for our customers, partners, business, and society.

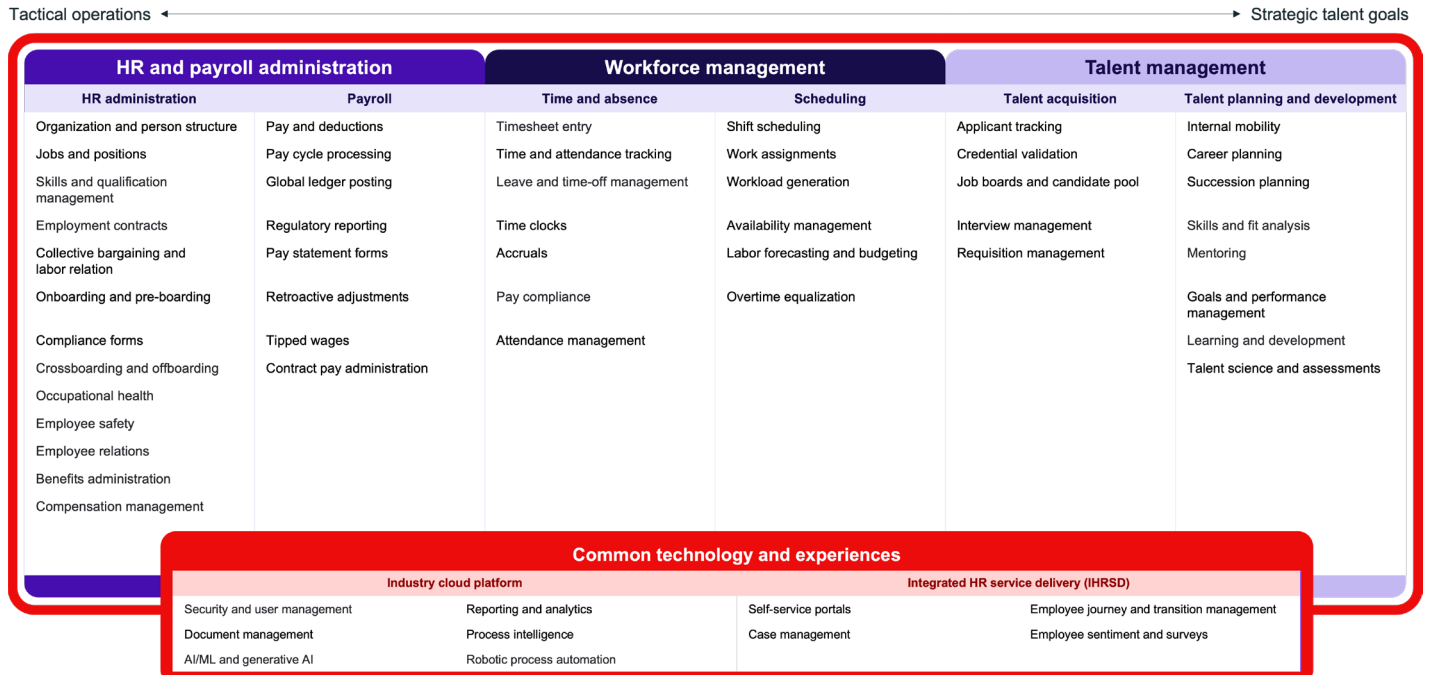
“Our nurses report that flexibility in scheduling—provided by the Billboard, Shift Broadcast, and Self-Scheduler—is one the top reasons they stay with us. The agility of these features is probably its greatest strength.”

Director

Medium enterprise healthcare providers and services company



Connected, comprehensive, and enterprise-grade HCM suite



Infor is the highest-performing vendor in this evaluation for vertical strategy.

Frontline worker experience: Infor demonstrates market-leading capabilities required for frontline workers.

Gartner



Koch modernizes the HR experience for over 100,000 employees

“Infor is a key component of our continued transformation across all Koch companies and part of more than \$26 billion US in technology-related investments in the past six years. We partnered with Infor because its cloud-based technology makes our business more modern and efficient—and provides our teams with greater insight and real-time data to make better decisions. We knew Infor would be a strong partner as we made this transition.”

Walt Malone

Vice President of Human Resources
Koch Industries



Key benefits of Infor HCM

Eliminate data silos for rapid strategic decision-making and holistic workforce planning



Single source of data

A complete HCM platform ensures that all your HR information, from employee records to payroll data, work schedules, and succession plans, resides in a single, unified system—ensuring real-time data visibility and accurate reporting and analysis.



Reduced administrative burden

A unified platform streamlines administrative tasks and eliminates the need to manage and maintain multiple software solutions, as well as troubleshoot across different conflicting sources of truth. This translates to increased efficiency and reduced costs associated with managing separate systems.

Deliver a seamless employee experience for improved productivity and satisfaction



Comprehensive employee self-service

From a single portal, employees can access their work schedules, pay stubs, personal information, time clocks, benefits information, career opportunities, learning and development programs, and access important company announcements.



Simplified workflows

A single integrated HCM system enables seamless communication and data exchange between different HR functions. This translates to simplified workflows and reduced manual tasks, freeing up valuable time for your HR team to focus on more strategic initiatives.

“Healthcare systems are dissatisfied—having to buy different HR, payroll, time and attendance, and scheduling solutions. Infor is differentiated and compelling in what the market wants in terms of a full HCM suite.”

KLAS Research



“Better standardization of processes, less siloing, better integration. Our HR function is staffed at about 60% of the national benchmark for our size of organization. We would be more effective if we could move to about 70% of the benchmark, but we are able to keep afloat with the tools we have.”

Gina Seekers
Director of HRIS
Children’s of Alabama

“Delta Airlines used Infor’s time, attendance, and schedule management solutions to reduce schedule swap processing time from 4.5 days to zero, while securing 90% employee satisfaction with the experience.”

Nick Zellich
Senior Manager of
Workforce Innovation
Delta Airlines

Reduce risk and improve compliance with single-source rules and security management



Enhanced data security

By consolidating your systems of record, you can ensure data security and privacy protection for your employees’ sensitive information and reduce the administrative overhead on your information technology (IT), human resources information system (HRIS) teams, and data compliance teams.



Clear audit trails

Employee actions, management decisions, and transaction history are transparent and available from a single system. No more scrambling to collect information and piece together timelines from disparate systems.



Did you know?

40 million frontline employees use Infor in United States (US)-based organizations.
Over 20% of the US nursing workforce was assessed using Infor Talent Science™ to gain behavioral insights for better matching individuals with roles and improving retention.
More than one million healthcare providers are paid weekly through Infor’s payroll solution. A powerful pay rules engine and intelligent timesheet management ensure every paycheck is right the first time.

Details on Infor HCM modules



Human resources

Connect and streamline your HR processes, centralizing all your workforce data with Infor Human Resources. This cloud-based HR platform provides comprehensive, AI-powered tools for core HR, payroll, compensation and benefits, as well as case management.

- Manage your workforce and standardize HR practices across multiple locations and regions
- Streamline benefits administration and compensation management
- Automate payroll processing and deliver accurate and timely paychecks
- Provide fast and personalized HR support to your workforce
- Resolve staff concerns quickly with structured HR case management



Payroll

Ensure accurate and reliable pay with cloud-based payroll management software that automates pay rules, deductions, and tax compliance—while seamlessly integrating with Infor’s enterprise resource planning (ERP) system. Keep employees happy by paying them accurately and on time, every time.

- Maintain one system of record across all HCM processes, eliminating the need for manual data synchronization
- Configure pay and deduction codes in one place for streamlined payroll processing
- Secure payroll data during processing to ensure accuracy, while allowing HR updates
- Connect with Infor ERP for real-time financial visibility
- Run and monitor all payroll processes from a single location





Compensation and benefits

Effortlessly manage compensation and benefits, reduce administrative tasks—and improve employee satisfaction and retention—with our cloud-based compensation and benefits administration software.

- Automate health, retirement, and flexible plan administration to reduce errors and manual work
- Offer tailored benefits to attract and retain top talent
- Simplify budgeting, salary adjustments, and incentive payouts with integrated tools
- Provide employees with a clear view of their full compensation package
- Ensure adherence to complex compensation and benefits regulations with built-in reporting



Case management and HR self-service

Quickly and accurately resolve HR inquiries while reducing the burden on HR staff. With secure, 24/7 access to a modern, user-friendly self-service portal, employees can update records, track cases, and find answers without HR intervention. Ensure seamless inquiry tracking, resolution, and continuous process improvement.

- Automatically route cases to the right resource for faster resolution
- Track service level agreements (SLAs), time to close, active cases, and closed cases for full visibility
- Empower employees with a secure, searchable self-service portal
- Collect feedback after case resolution to enhance HR service quality
- Provide mobile access to HR information anytime, anywhere



Infor Knowledgebase

Empower employees and HR teams with instant access to personalized, accurate, and searchable information through Infor's centralized Knowledgebase solution. Available through Infor HCM or integrated with any third-party system, Infor Knowledgebase helps you reduce case volume and improve service delivery, feedback loops, and user experiences with Infor's HR Case Management solution.

- Centralize HR policies, frequently asked questions (FAQs), and process guides in one platform
- Enable intelligent search and article suggestions
- Track usage and feedback to continuously improve content quality
- Control access and maintain compliance with role-based permissions
- Available through Infor HCM or integrated with third-party HR systems



Total rewards

Give employees a clear, personalized view of their full compensation package beyond what they see on their paycheck every other week. The Infor Total Rewards solution drives engagement and retention by reminding employees about your total investment in them—including benefits, equity, unique employee perks, and more. Delivered through your Infor HCM or integrated with your existing HR and payroll systems, the solution provides real-time data, visual dashboards, and tailored communications that showcase the true value of working at your organization.

- Centralize all reward components into one unified experience
- Personalize dashboards to reflect individual compensation and benefits
- Align rewards with business goals and employee performance
- Help employees understand their true value to your organization
- Available through Infor HCM or integrated with third-party payroll, HRIS, and equity platforms for real-time updates



Recruitment

Attract and engage the right candidates quickly, creating a smooth and positive experience for both recruiters and candidates. Optimize requisition management, candidate screening, internal mobility, job offers, and more.

- Support end-to-end recruiting by managing the full recruitment lifecycle from job requisition to candidate hiring
- Source candidates through multiple channels, including job boards, social media, and employee referrals
- Track applicants with tools for screening, interviewing, and collaborating on candidate evaluation
- Maintain compliance with analytics and reporting on recruitment metrics, and ensure adherence to hiring regulations





Talent science

Position the right candidates in the right jobs at the right time with our data-driven talent science solutions. These patented, cloud-based predictive talent analytics and assessment tools can help you intelligently identify, recruit, develop, and leverage talent with the skills and behaviors you need.

- Gain deep insights into candidate and employee behaviors to better align talent with the role
- Identify and develop leadership potential within your organization to reduce turnover and improve team performance
- Optimize team performance by analyzing behavioral characteristics and improving coaching, communication, and collaboration
- Integrate with top applicant tracking systems to streamline candidate assessments and enhance the recruitment experience



Performance and goal management

Set clear expectations, measure outcomes and behaviors, and foster engagement with regular check-ins and feedback. Create a pay-for-performance culture by linking compensation to goal achievement and metrics. Allow employees, managers, and administrators to set and view goals that align with your organizational objectives. Set clear direction, monitor progress with real-time tracking, and boost accountability.

- Enable setting individual and team goals that align with organizational objectives
- Support ongoing performance discussions and real-time feedback between employees and managers
- Simplify performance reviews with customizable templates and workflows
- Provide insights into performance trends and help identify development opportunities and training needs





Compensation management

Streamline compensation planning, automate the awards and approvals process, and offer incentives based on internal and external metrics. Support complex salary structures and ensure competitive and fair compensation.

- Conduct compensation planning with streamlined salary, bonus, and incentive planning aligned with budget and performance
 - Link compensation decisions directly to employee performance and goal achievement
 - Control and allocate compensation budgets effectively across departments
 - Analyze insights into compensation trends, equity, and compliance to support strategic decisions
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Succession planning

Minimize risk and maximize potential by developing a pipeline of talent that is ready to assume key roles at any moment. Identify, track, and nurture high performers—and develop clear career paths within your organization.

- Identify high-potential employees and key roles critical to business continuity
 - Support the creation of personalized development plans to prepare successors for future roles
 - Assess leadership and skill gaps to reduce risk associated with turnover or retirements
 - Provide insights on succession readiness and talent pipeline health to inform strategic decisions
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Learning and development

Deliver great training content on any device with our cloud-based learning management system (LMS). Equip employees with a smooth onboarding process and continuous learning opportunities to ensure their success and growth, while maintaining compliance within your organization.

- Deliver seamless onboarding that prepares new hires to contribute quickly
- Integrate learning into daily tasks to keep training non-disruptive
- Ensure compliance with mandatory training programs to meet regulations
- Create personalized learning paths to support talent development
- Monitor progress with real-time reporting to track employee learning outcomes



Workforce scheduling

Align staffing with real-time demand using dynamic, AI-driven scheduling that can keep pace with your business needs. Our mobile-friendly employee scheduling software seamlessly integrates into existing systems, streamlining complex processes and administrative tasks. Built-in safeguards help you comply with work hour regulations, rest periods, and labor rules to reduce risk and create fair working conditions.

- Minimize manual intervention with convenient self-service options
- Effortlessly manage schedules and replace shifts
- Prevent scheduling conflicts and optimize shift coverage with smart, rules-based automation
- Ensure compliance and maintain audit-ready scheduling records
- Gain insight into labor allocation and coverage



Time and attendance

Boost productivity and payroll accuracy with a single platform for time tracking, attendance, and compliance. Infor Time and Attendance software allows you to capture data in real time, automate time tracking, and simplify time management for both employees and managers. Configurable rules and alerts also improve compliance and reduce risk.

- Minimize overpayments and data entry errors
- Empower employees to request time off from any device and provide insights and ownership over their time worked
- Automatically calculate complex pay rules while accommodating labor regulations
- Generate audit-ready compliance reports
- Leverage an industry-leading pay rule engine to automate time and attendance
- Track and manage absences and leaves, as well as employee certifications and qualifications





Labor planning and forecasting

Take the guesswork out of workforce planning with an AI-powered forecasting solution. Combining advanced machine learning and adaptive algorithms, the solution delivers precise, data-driven insights tailored to your unique industry needs. Make confident decisions, build strategic labor plans, and align your workforce with your business objectives—all while saving time and maximizing efficiency.

- Plan effectively with our versatile industry application that can forecast at different time scales, from minutes to years
- Generate highly accurate forecasts using machine learning and historical data to drive better decision-making
- Automate labor demand forecasting with adaptive models that intelligently select the best algorithm for your specific needs
- Adapt to changing business conditions and maintain high performance over time with continuous monitoring
- Leverage accurate predictions to make data-driven decisions that balance business needs with employee well-being



About Infor

Infor is a global leader in business cloud software products for companies in industry-specific markets. Infor builds complete industry suites in the cloud and efficiently deploys technology that puts the user experience first, leverages data science, and integrates easily into existing systems. Over 67,000 organizations worldwide rely on Infor to help overcome market disruptions and achieve business-wide digital transformation.

[infor.com](https://www.infor.com)

**Empower your workforce
with technology built for
the frontline**

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