BROCHURE

Infor HR

PEOPLE SOLUTIONS

Empower your people with a powerful set of cloud-based solutions that connect your business, HR, and talent objectives

Organizations are demanding more from HR than ever before to drive higher returns on people investments through cost savings and increased efficiencies. Infor® HR can help you achieve these goals with its sophisticated, integrated technology that easily adapts to your organization's evolving needs. The solution's powerful tools help eliminate silos and legacy HR systems, while automating business practices and procedures. Deep insight into your workforce data will enable your HR team to make smarter business decisions and focus on more value-added, strategic work. The following pages provide details on the powerful set of cloud-based HR solutions that empower your people to deliver streamlined processes with remarkable experiences.

Infor has been recognized as a leader with high customer satisfaction scores for "Core HR," based on IDC's 2020 SaaSPath Survey. Infor exceeds scores in several areas, including product innovation, superior features/functionality, user experience, and more.

IDC 2020 SaaS CSAT Award for Core HR, October 2020

Empowering your people is a business priority

Exceptional people focus on execution and need intuitive experiences, efficient workflows, and sophisticated, yet intelligent technology to make smarter decisions and act.

- Key process automation delivered 70% improvement in HR productivity

- Disparate application consolidation saved $1 million annually

- Payroll processing time was improved by 50% to 60% and eliminated 70% of payroll interfaces

Infor Global HR

Infor Global HR provides a secure, workforce-centric foundation that powers all Infor HR solutions. In fact, many organizations rely on Global HR as the single source for strategic and effective information about their global, diverse workforces. These insights can be leveraged to drive operational success for the entire enterprise. With Global HR, you can perform HR administrative business processes from one trusted source, so you can quickly and efficiently collect, report, communicate, analyze, and share information about your organization's people. As a result, you can perform workforce analysis and forecasting on a global scale, enabling you to make decisions quickly and confidently.

Key features include:

- **Cloud-based, leading technology**—Easily adapt to your organization's needs with a cloud-based, mobile solution that delivers an industry-specialized and beautiful user experience powered by Infor OS and Infor Landmark Technology architectures.

- **Streamlined processes**—Automate day-to-day personnel actions, record-keeping, on-boarding of new hires, and transitioning of existing employees to new roles. Enable operational excellence with processes that are streamlined through industry flexible forms, fields, open workflow configurations, and multi-vendor integration in a single record for your people.

- **Personalized experience**—Reduce the demands on your HR staff by providing them with configurable, role-based employee and manager self-service capabilities that can be accessed on any mobile device.

- **Extensive HR foundation**—Utilize HR business functions that support the complexity of your operational and workforce structure. Organizational and supervisory hierarchies maintain the workforce framework. Position management aligns jobs and positions with a robust competency framework to define what success looks like in those organizational roles. An extensive profile collects all information about your people, including key dates, work assignments, compensation, skills, credentials, education, achievements, employment contracts, documents, and more. This provides an extensive informational data source where job-fit or other workforce-related analysis can be performed, such as ensuring the right people are in the right roles and that diverse hiring practices are followed.

> " **We've been able to access critical payroll data, anywhere, anytime—allowing our remote teams to work together, even though they're apart. Our teams can focus on automation, innovation, and core business—not technology—which is what we need right now.**"
>
> JIM OLLERTON
> Director of Information Technology, Elsinore Valley Municipal Water District

- **Position monitoring**—Support your workforce hiring and transition practices and contain staffing costs by monitoring planned budget targets. You can define the degree of adherence that allows variance determination and provides budget vs. actual data on employee or applicant changes. Dashboards and analytic tools present you with the actions needed to keep your budget costs in alignment.

- **Transition management**—Put programs in place to onboard new people, prepare people transitioning into new roles, and assist people leaving the organization. Guiding and monitoring people as they progress through the transition process helps reduce exposure and unwanted legal challenges, penalties, and costs that result from missteps when managers don't follow prescribed processes. Comprehensive HR capabilities help ensure that day-to-day business operations adhere to required policies, tasks, and compliance rules.

- **Global HR extended solutions**—Extend the core capabilities of your solution with value-added, flexible HR modules that support industry-specific business practices. Modules are designed to help you manage employee relations, occupational health, employee safety, and more.

Infor HR Payroll

Infor HR Payroll gives you complete in-house payroll processing capabilities with multiple options for service partners to manage value-added and compliance payroll processes, including employment tax filing, wage payments, wage garnishments, and more.

Key features include:

- **Streamlined configuration**—Allow users to go to one place to create and maintain applicable codes for pay-cycle processing, instead of having to navigate multiple forms to configure pay or deduction codes.

- **Locked records for processing**—Enable your payroll administrators to lock employee data during pay-cycle processing, allowing other HR roles and employees to still access and update information while the cycle is in progress.

- **Monitoring pay cycles from one location**—Run and monitor all pay cycle processes from a single location with contextual application logic that can be used to help guide an administrator through a pay cycle.

Infor HR Benefits

Infor HR Benefits allows you to offer benefits to incentivize your workforce and support union agreements with a framework that can handle a range of simple to highly complex plan offerings (such as flex plans, health savings, and life insurance) for employees, retirees, and participants. The benefit enrollment framework supports annual enrollment, life events, and other events that allow enrollment and withdrawal from benefits when changes are required.

Key features include:

- **Flexible functionality**—Configure complex plan rules that facilitate enrollment, maintain plans based on eligibility or other requirements, and easily track benefits by plan type and contributions for a variety of plans. Dashboards and pushed reports keep relevant information highly visible to administrators that are monitoring and reacting to various aspects of the business process.

- **Automated workflow and processes**—Determine benefit eligibility by plan, resource, defined waiting period, and plan termination period for full-time and part-time employees to ensure Affordable Care Act compliance. Ensure compliance by supporting various compliance and third-party reporting through workflow and generic interfaces that can be configured for specific situations.

- **Self-service enrollment**—Design and provide an easy-to-use, guided enrollment experience that allows your workforce to perform an annual enrollment experience and event-driven enrollment changes. People are able to view and update personal information, directly enroll in plans, access life events, and see a benefits summary. Benefit statements are automatically generated by the process, and current benefit elections are always visible.

Infor HR Absence

Absence plans, which focus on company paid time-off and leave-of-absence situations, are another group of benefits you can use to incentivize your workforce. HR Absence improves efficiency and reduces overhead by automating complex absence processes for compliance with regulations, and significantly improves user-experience interactions for managers and employees.

Key features include:

- **Regulation compliance**—Accommodate an unlimited number of leave programs, and easily monitor and update changes and entitlement based on a comprehensive rules engine that defines parameters and monitors compliance requirements.

- **Accessible for paycheck processing**—Easily interact with payroll pay codes and rules related to capturing time, approvals, and analyzing time-period reports to ensure absence time is accounted for and balances are available for paycheck processing.

- **Self-service time-off requests**—Allow your people to request and manage their own time off via an embedded workflow through a calendar request process. Managers can monitor staff time taken, new requests, and upcoming time off, as well as approve and deny requests.

Infor HR Compensation

Infor HR Compensation provides the tools to perform planning and awarding budgets for salary, bonuses, and equity.

- **Pay for performance**—Goal, performance, and compensation data are automatically combined to support pay-for-performance practices.
- **Pay plans and awards**—Incentive programs can use goal achievement, performance and be combined with the awarding process or administered separately using external metrics, SPIFs, and/or bonus objectives.
- **Manage payroll**—Regulate salary structures and grade step progressions to ensure pay equity and manage payroll costs.

Infor HR Case

Infor HR Case empowers your HR professionals to easily and effectively manage, track, and respond to inquiries. Employee-submitted, complex, and manager inquiries are initiated through HR Case and then routed to subject matter experts.

Key features include:

- **Case routing**—Ensure that cases are directed to the right subject matter experts with smart case routing and service-level agreement tracking for timely case resolutions.
- **Reporting and analytics**—Provide valuable insights into closed cases, active cases, case time-to-close, and more.
- **Case visibility**—Leverage agent and manager queues to give users a clear view into both assigned and unassigned cases.

Infor People Solutions

Drive operational efficiency and empower your people (your most important asset) with the demands of your organization.

- **HR**—Payroll, benefits, and service delivery
- **Talent**—Talent science, acquisition, learning, and optimization
- **Workforce Management**—Time and attendance, scheduling, and labor planning

Remove complexity

Infor HR solutions enable you to optimize your people, processes, and systems. With solutions and modules that seamlessly integrate together, you can efficiently manage your workforce and remove the complexity from your daily routine to free up time to create new, innovative talent models to hire and retain the right people.

LEARN MORE ↗

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