Infor Human Capital Management

One solution to hire faster, pay accurately, and develop the public sector workforce



Public sector organizations need their people to deliver the services communities depend on. But managing that workforce is inherently complex. Governments, school districts, and public agencies navigate diverse workforce needs, contract-based pay, intricate labor rules, compliance requirements, and persistent hiring and retention pressures. HR teams need technology built to handle that complexity without adding more work.

Built for the complexity of public sector work

Infor Human Capital Management (HCM) connects HR, payroll, talent, and workforce management to help public sector organizations attract, develop, and retain employees while meeting complex operational and regulatory requirements. Mobile self-service reaches frontline and office employees, and Infor Industry AI Agents[1] handle routine work while people stay in control.

Infor HCM can run standalone or connected with Infor CloudSuite Public Sector, where payroll posts to the general ledger and labor costs follow funds and grants. Hiring and onboarding, employee records, compensation, and benefits administration, including contract pay and complex pay rules, all run in one system.

Faster hiring, fewer errors, less manual work

Infor customers reduce paycheck errors, hire faster, and catch problems before payroll runs. Infor HCM runs on Amazon Web Services (AWS). For agencies that need it, Infor Government Solutions delivers Infor HCM in AWS GovCloud, which is FedRAMP Certified Class C.

30%
faster time to hire

State of South Dakota

50%
reduction in payroll data corrections

Central Ohio Transit Authority

80%
fewer errors or missed paychecks

State of Idaho

1. *Availability varies by capability and environment. Some capabilities are part of the Velocity Suite add-on. GenAI and Velocity Suite are not available in AWS GovCloud.*

Why HR and workforce leaders choose Infor

Infor HCM is built for the needs of dispersed frontline workforces, including recruitment and retention needs, performance and career development, complex pay and benefits, and employees who need access to data where they work.

Pay rules are built in, not bolted on: Contract pay, negative-based pay reporting, and labor agreements are managed in one system with payroll, so HR isn't reconciling them by hand.

Hire faster in a tight labor market: Applicants search and apply online, credentials are validated, and onboarding starts in the same system, so hard-to-fill roles get filled sooner.

Build careers and retain talent: Goal setting, performance reviews, learning, and succession planning connect with pay and job data, helping managers develop employees and agencies prepare for retirements.

Reach deskless workers: People can access schedules, check pay, request time off, and update HR information from their phone, whether they work in a school, a plow truck, or a water treatment facility.

> We chose Infor for its expertise in contract and negative-based reporting of pay, and simplicity of tax processing.
>
> **Steven Shubin**
> Deputy Executive, Fresno Unified School District

One workforce experience from central HR to the frontline

- **Core HR, payroll, and time**
  Centralize workforce records, compensation, benefits, payroll, and HR service delivery, with time, attendance, and scheduling built in.
- **Frontline experience**
  Give employees mobile-friendly self-service for time off, pay, and everyday HR tasks.
- **Unified data and workflows**
  Case and document management, reporting and analytics, and workflow automation keep records, cases, and approvals in one place.
- **Compliance and risk**
  Rules libraries, controls, and segregation of duties are built in, so labor agreements, credentials, and pay rules hold up under audit.
- **Talent management**
  Support recruiting, assessments, performance, learning, succession, and career development.
- **AI-assisted work**
  Agents[1] answer pay and time off questions, flag payroll anomalies, and speed recruiter work, handing off to a person when a decision is needed.

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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.

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HCM software built to act, not just advise

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