



Infor Talent Management

Get the most from your organization's talent

Infor® Talent Management, part of the Infor Human Capital Management suite, is a fresh and effective approach to managing talent that aligns an organization's strategic people initiatives to their overall business strategy. When combined with Infor® Talent Science, Infor Talent Management unlocks the potential of your organization's talent by letting you identify, hire, develop, reward and retain the best of the best. And even better: it all happens with an integrated solution, leveraging single success and talent profiles and a modern user experience that people love.

Infor Talent Acquisition

Beat the competition to top talent

Infor Talent Acquisition arms recruiters and hiring managers with the tools they need to support your organization's hiring strategy. You'll understand your workforce needs, and simply re-use existing job success profiles to create requisitions and measure candidate fit. Even better, you can easily tap into your existing talent pool to find the perfect candidate because you already know all about them. You can correspond throughout the hiring process and once your offer is accepted, data captured during the hiring process automatically becomes part of your new employee's record. All of this means your new hire is able to hit the ground running on their first day. Furthermore, Infor Talent Acquisition provides:

- Candidates with a simple-to-use Mobile Apply feature on their smart phone that extracts and parses internet profile data from social media sites such as LinkedIn, Google+ and Facebook to automatically populate job applications.
- Simplified candidate search and social network integration, registration and profile creation, including resume/CV upload.

Imagine knowing which employees have the highest potential and how to recruit more talent like them.

- An automatic launch of Infor Talent Science behavior assessment through the Candidate Apply function to provide a deeper view of potential new hires and internal candidates to determine best team fit.
- Effective sourcing, including candidate pool searches, job postings to external sources, and/or broadcast to your top sourcing methods.
- Facilitation of all candidate events, including a view of the most critical activities for "Today."
- Configurable workflow for managing your selection process, candidate correspondence, and tracking of all acquisition costs.
- Requisition management to reuse the job success profile, including responsibilities, compensation structures, and competency requirements.

Goal Management

Align employee goals with business objectives

Infor Goal Management aligns employee goals directly to business objectives, helping you understand how each employee impacts the overall success of your organization. Best of all, you position your employees to achieve measurable, relevant results. Collaborative goal setting and action plans help you boost buy-in and improve the likelihood of achieving desired results.

Goal Management gives you the ability to:

- Cascade goals and results down through the organization.

- Provide a goal library to your employees.
- Categorize goals and assign to knowledgeable Goal Leaders for more effective insight and oversight.
- Create action plans for each goal, assign weights to goals, and link goals to activities according to priority.
- View employee activity and gain insight on how it aligns with organizational goals and business objectives.
- Link goals to incentive compensation programs to support pay for performance.

Performance Management

Recognize, retain, and reward top performers

Performance Management allows you to create and deploy standardized, online performance appraisal forms with clearly defined evaluation scales, helping to facilitate a thorough, objective review for every employee. This application is designed to help an organization recognize, retain, and reward top performers while reducing attrition and flight risk. Infor Performance Management helps:

- Supervisors manage, develop, and retain their best people.
- Reveal where the talent is within your organization, who the top performers are, when personal and organizational goals are reached.
- Assess all aspects of employees' performance and success profiles.
- Analyze gaps of skills for particular positions and jobs.
- Supports 360-degree and self-appraisals. Manage individuals and teams more effectively with weighted metrics to drive desired performance.
- Show individual performance review status and overall organizational unit scorecard on a management dashboard.

Imagine understanding which employees are a flight risk and how your compensation plans can enhance employee retention.

Compensation Management

Maintain pay levels and manage payroll costs

Compensation Management offers highly efficient capabilities for managing an employee's total compensation, including pay-for-performance, planning and administration, incentives, and reporting and analytics. The solution helps you:

- Award compensation increases, such as merit or promotions, by creating a budget, establishing award guidelines, incentives, and making the awarding process simple for management.
- Perform comprehensive incentive compensation administration, including pay-plan definition, rules automation, eligibility determination, and automated payout functionality.
- Manage salary structures and step-and-grade progressions to ensure pay equity in the workforce based on current market information.

Succession Management

Set up organizational plans to fill your key positions

Succession Management helps you identify critical talent that you need in your business. Once you understand the behaviors and skills associated with peak performance, the solution equips you to make a powerful impact on your organization's success by recognizing high performers and developing them for future key roles within your organization. Infor Succession Management helps you keep your business moving forward by:

- Creating talent profiles and succession pipeline reporting.
- Identifying key positions critical to business success.
- Identifying high potential and high performing employees based on defined profile criteria.
- Measuring qualifications and behavioral fit to potential roles.
- Alerting you to potential flight risks in key positions that, if vacant, could affect the continuity of your business operations.
- Keeping track of individual readiness and career paths for future target positions.

Development Planning

Design training plans based upon employee, management, and strategic planning inputs

Development Planning links training and other development activities to resulting competencies and skills. Accordingly, employees have a motivating line of sight to future career opportunities. Development Planning offers access to:

- Role-based training functionality for administrators, instructors, managers, and employees.
- Employee development plans, which are linked to training and other activities.
- Automated skill and competency updates based on training results.



641 Avenue of the Americas
New York, NY 10011
800-260-2640
infor.com

About Infor

Infor is fundamentally changing the way information is published and consumed in the enterprise, helping customers in more than 200 countries and territories improve operations, drive growth, and quickly adapt to changes in business demands. To learn more about Infor, please visit www.infor.com.

Copyright© 2015 Infor. All rights reserved. The word and design marks set forth herein are trademarks and/or registered trademarks of Infor and/or related affiliates and subsidiaries. All other trademarks listed herein are the property of their respective owners. This document is provided for informational purposes only and does not constitute a commitment to you in any way. The information, products and services described herein are subject to change at any time without notice. www.infor.com.
INF-1261627-EN-US-0815-6