



Infor Talent Science

Tap into top talent

Your employees are vital to the success of your organization. To gain a competitive advantage, you need to better align your people and processes, and capitalize on your greatest asset-talent.

You can improve your business results with Infor® Talent Science™, a cloud-based talent management solution that helps organizations better select, develop, and retain top-performing employees.

The Talent Science difference

Talent Science uses Predictive Talent Analytics™-the powerful combination of talent science and big data-to help you define success connected to your specific KPIs. To start, we assess the target role's incumbent population using our single online assessment to identify key attributes for success, and then apply that ideal set of characteristics to potential job candidates. We assess over 1 million candidates monthly, across multiple job roles and geographies in industries ranging from retail and hospitality, to food and beverage, healthcare, professional services, and more. You can assess candidates based on objective, measurable criteria to make hiring decisions that are data-driven, defensible, and tied to your key metrics.

Some of our clients have realized:

- More than 50% reduction in turnover
- 50% faster time to sales goals
- 62% growth in total sales dollars

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Gain greater insight

This easily integrated and scalable solution evaluates 39 behavioral, cognitive, and cultural traits to expose a candidate's Behavioral DNA®. The pre-employment assessment software allows you to compare and contrast the characteristics of the candidate against the attributes of your strongest performers, which is built in a Performance Profile. That Performance Profile is based on incumbent assessment results and your performance data. Once established, the Performance Profile becomes the benchmark for defining success in a given role, providing a consistent structure and a common language for evaluating people.

Beyond the selection process, you can use the gathered data for comprehensive insight throughout the employee lifecycle. Hiring managers can receive easy-to-understand behavioral data that they can use to uncover employee strengths, deliver high impact coaching, establish short-term and long-term goals, and develop a strategy for career path planning.

Whatever results you wish to drive-from increasing sales or improving customer service to maximizing calls handled per hour-Talent Science can help. You can select the KPIs that the software should focus on to help your workforce be more productive.

Gain flexibility

With Talent Science, you get user-friendly tools that integrate into any proprietary or commercially developed HR application. You'll be able to streamline the recruitment process by drawing from a single source hiring platform that provides you and your candidate with a seamless experience from start to finish. You can integrate with multiple systems, including your applicant tracking system, HR-IS, payroll software, background and credit check tools, and performance management software, to maximize efficiency.

Because Talent Science is a cloud-based, SaaS solution that can handle large volumes of data, you'll be able to compare and contrast multiple candidates and employees for numerous roles, without having to test for each role individually.

And, the solution is easy to deploy and fast to implement. You get an all-inclusive license that includes an unlimited number of assessments, unlimited users, training, support, and custom profile creation. There are no set-up fees, consulting fees or other upfront fees.

Get tried and tested results

With Infor Talent Science, you'll be able to decrease turnover, improve performance, streamline hiring processes, and reduce risk. Resulting benefits to your organization include delivering a superior customer experience, greater productivity, higher sales growth, and wider profit margins. Find out more at www.infor.com/product_summary/hcm/talent-science.



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

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