



State of South Dakota attracts and empowers the right talent with Infor Talent Management and Infor Global Human Resources

Facts at a glance



Headquarters
Pierre, US



Industry
Public Sector



Products and services
Infor® Talent Management, Infor Talent Acquisition, Infor Global Human Resources, Infor Consulting Services



Employees
12,000



Web site
sd.gov

Attracting new talent to fill demand

State of South Dakota is a state government entity that provides human resources management for about 12,000 employees with Infor® solutions. With a population of 850,000, South Dakota is the fifth least populous state in the United States with an unemployment rate of less than 5%. State of South Dakota agencies provide employment in a wide variety of roles such as engineers, firefighters, law enforcement officers, office workers, construction workers, and truck drivers to name a few. In order to attract new talent and the right talent to fill job openings, State of South Dakota relies on Infor Human Capital Management (HCM) solutions.



Infor Talent Acquisition allows us to effectively attract talent through increased involvement of managers in the recruitment process. Infor Talent Management ensures they are aligned to the strategy and adequately rewarded which leads to increased retention rates.”

Colin Keeler, Director of Financial Systems, State of South Dakota



Empowering people

Providing an efficient recruitment process

With Infor Talent Acquisition, managers at State of South Dakota are involved in the entire recruitment process from submitting the job requisition to identifying, recruiting, and interviewing the right candidates. The responsibility of managers to drive the recruitment process not only increases the effectiveness and efficiency of the process, it also allows the human resource department to take on more strategic initiatives. Infor Talent Management is highly configurable with compensation, performance, goals, and succession planning which makes the recruitment process interactive and more accurate, leading to reduced employee turnover. State of South Dakota was supported by Infor Consulting Services throughout the implementation process which ensured that the project was delivered on time and within budget.

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As a state government, we're required to manage many certifications for our employees to ensure they stay current and are adequately compensated. We believe Infor Learning Management will help us with that.”

**Colin Keeler, Director of Financial Systems,
State of South Dakota**

Giving employees control to access HR information

By coupling Infor Process Automation (IPA), a powerful tool for automating business processes, systems integration, and workflow, with Infor Global Human Resources, the resulting role-based, easy-to-use, self-service functionality helps employees become vastly more productive. It allows all employees, including those without desk jobs, to remotely access the HR system from home or other locations. With this capability, all employees can access personal information such as direct deposits, W4s, addresses, and other data conveniently from anywhere through the Internet on any mobile device.

Infor Global Human Resources' tight integration with Infor Talent Management, and Infor Lawson Enterprise Financial Management will help manage compensation, payroll, and benefits processes more efficiently. The State of South Dakota looks to constantly expand its use of Infor's range of HCM solutions to further enhance employee productivity with Infor Learning Management and Infor Talent Science to ensure the right employees are hired in the right positions; and is confident in Infor's direction with the entire suite of HR solutions.



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