Four technology-driven steps to better new hire experiences

Is your organization challenged with streamlining onboarding costs and processes, and getting new hires up to speed faster? **That's not surprising since the typical onboarding process has 30 steps across 14 software systems, and takes more than 45 days to realize new hire productivity.** Adoption of onboarding solutions continues to expand as companies strive for improved retention through better employee experiences.

Here are four ways to use technology to drive better onboarding experiences for new hires and HR.

1

Acclimate your new hires

Your onboarding solution should allow for pre-boarding so all forms and other tasks can be completed online prior to day one. This not only facilitates faster new hire productivity, but allows for a more effective face-to-face orientation where you can better focus on culture, core values, and more. Acclimation is further facilitated when you have solutions offering a workflow design versus a checklist. In this way, new hires are intuitively guided through personalized tours based on job code, location, and criteria you define to provide a robust, engaging experience. **Research shows that new hires that go through a structured onboarding process are 58% more likely to be with the company after three years.**

2

Automate process workflow and management

Through features such as electronic forms—along with automated notifications to HR, hiring managers, and new hires—the administration time and costs associated with new hire processing can be significantly reduced. Be sure you have next generation, easy-to-use dashboards that provide status and drill-down reporting capabilities that simplify management for all your stakeholders.
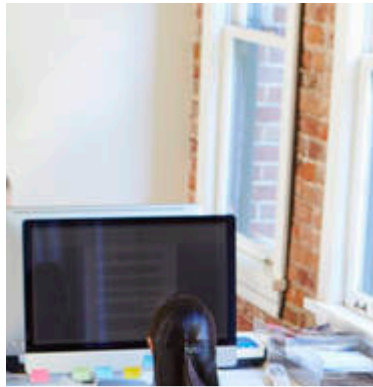
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Integrate relevant data and systems

You can minimize onboarding administration even further by choosing solutions that provide for the pre-population of forms. This means that new hires, when they first log in during pre-boarding, can review forms populated with data received from the applicant tracking system and update their information. Some solutions also allow for the integration of provisioning systems so the new hire has everything they need—such as parking passes, name badges, safety equipment, e-mail addresses, desk/phone/computer, and the like—when they walk in the door. The end result is fewer steps for both the new hire and HR, more accurate information, and the reduction of manual data entry downstream.
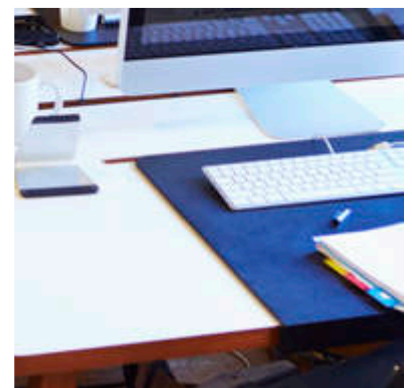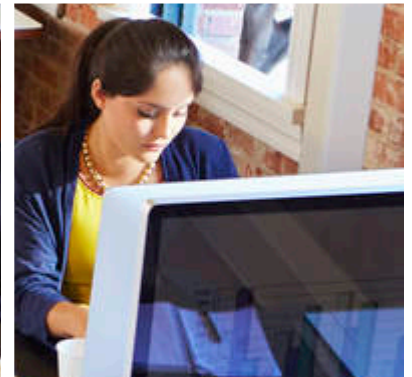
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Ensure your compliance

Compliance-related complaints and penalties can cost in the thousands or millions of dollars. Ensure you have automated onboarding features such as electronic acknowledgement of company policies, electronic verification for I-9 compliance, and similar requirements so you can significantly reduce risks and help avoid unnecessary litigation.

Get more information on improving your onboarding experiences ›

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