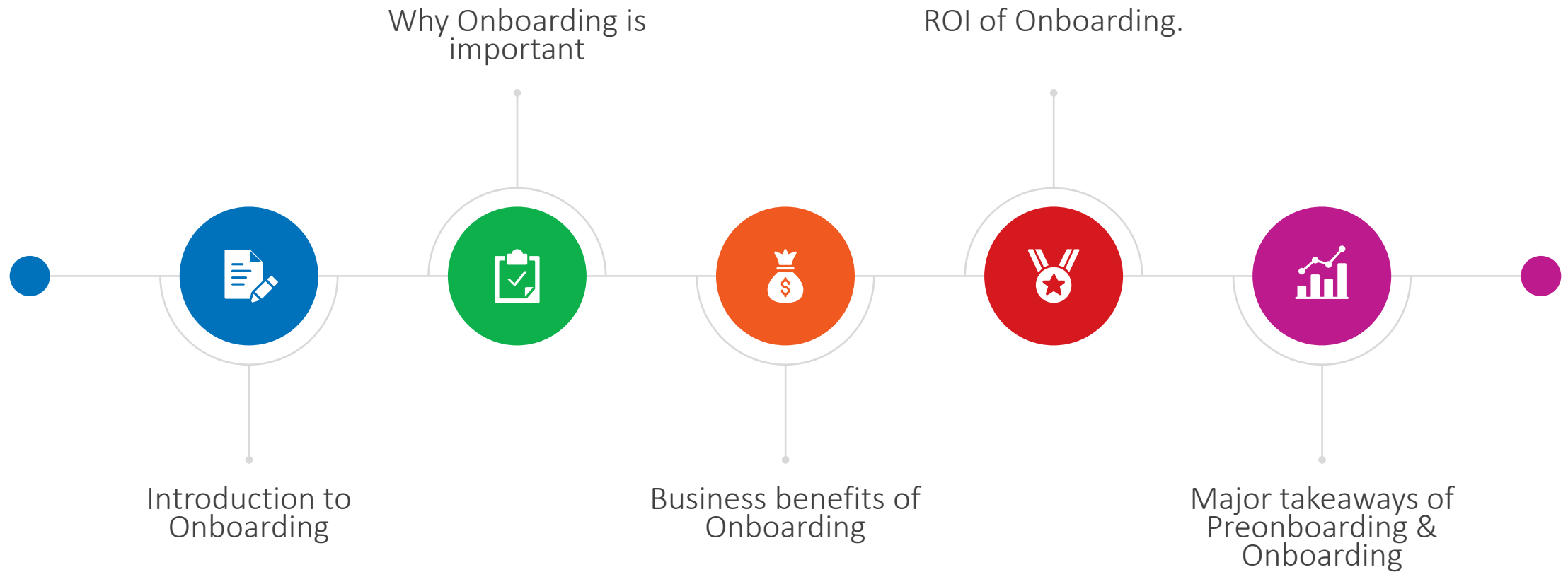




5 UNMISTAKABLE BENEFITS OF DIGITAL ONBOARDING

MyJoining
Reinvent Onboarding

Table of Content



A modern conference room with large windows and a long table. The room is dimly lit, with light coming from the windows. The table is long and dark, with several chairs arranged around it. A laptop is open on the table. The text "Introduction to Onboarding" is centered over the image.

Introduction to Onboarding




What Is Onboarding?

After effective recruitment and selection process, one of the most important ways that organizations can improve the effectiveness of their talent management system is through a **strategic use of their Onboarding**. Onboarding is the process of helping new hires to adjust to social and performance aspect of their new jobs quickly and smoothly.

This should be priority of HR department because on an average 25% of the working population experiences career transitions every year. Onboarding is the initial process of assimilating new employees into an organization.

A well planned and well executed onboarding process will increase the chances for a positive work experience leading to a win-win situation between new hire and company. Reports show that **54% of organization see greater new hire productivity and 50% higher retention rate for new hires when they have a standardized onboarding process in place.**

A modern conference room with large windows and a long table with chairs. The room is dimly lit, with light coming from the windows. The ceiling has a grid pattern with recessed lights. The floor is dark wood. The windows offer a view of a cityscape.

Why Onboarding is Important

Companies with an effective onboarding capability




Why is Employee Onboarding Program is important?

According to SHRM onboarding study, nearly half of all hourly workers leave their new jobs within the first four months and half of outside senior hires fail within 18 months.

One-way companies can improve these statistics is using strategic onboarding techniques that help new hires to successfully assimilate in organization. While different organizations have their different onboarding techniques but the important thing to remember is that the faster new hire will feel welcome and prepare for their new job, the faster that employee will be able to increase his productivity and contribute towards his organization.

A well managed onboarding program is a well thought out and coordinated. One of the most important element of successful employee onboarding program is to focus on the new hire experience.



A modern conference room with large windows and a long table. The room is dimly lit, with light coming from the windows. The ceiling has a grid pattern with recessed lights. The floor is dark. The walls are made of large glass panels. A long table is in the center of the room, with several chairs around it. A laptop is open on the table. The text "Business Benefits of Onboarding" is overlaid on the image.

Business Benefits of Onboarding



1. Seamlane Onboarding process –

Think about the number of HR and onboarding related processes that must be done manually at your organization.

- Generating offer letter manually
- Running through preonboarding checklist
- Training and learning of new hire
- Tracking new hire productivity.
- Introducing new hires to an organization.

There's a lot more for any one team to do. With a structured onboarding process an organization can seamlane their onboarding process from -

Generating offer letter to preboarding phase and till their onboarding phase(30-60-90days) until making them productive and assimilated into an organization.



2. Employee Engagement –

A good onboarding process helps your new hire to quickly and effectively understand their new role.

Engagement plays a very vital role in employee lifecycle. With the help of engagements in notice period organization can easily retain top talent to their organization.

Employee engagement can be done through various ways like –

- ✓ Learning & development.
- ✓ Gamification
- ✓ Chatbots
- ✓ Survey & Quizzes.

Significantly a core Employee Engagement program can drive new hire productivity up to 30%.

And, **87% of organizations says that Buddy programs boost new hire proficiency**



3. Paperless & Digitized Onboarding –

With great talent comes along with great employee onboarding responsibilities. HR Managers cannot use the same template for each new hire. Hence filling up of documents, various compliance forms can take up to whole day of candidate and HR. But managing the whole documents manually can be overlooked and poorly handled.

But by utilizing paperless structure of documents new hire can fill form at any time and anywhere highlighting the auto populated basic details. Moreover it is not beneficial for new hire but equally important for HR Managers too as they can store each new hire document into **their E-file management system** which further helps HR to store tempered less each document & can access it anytime.

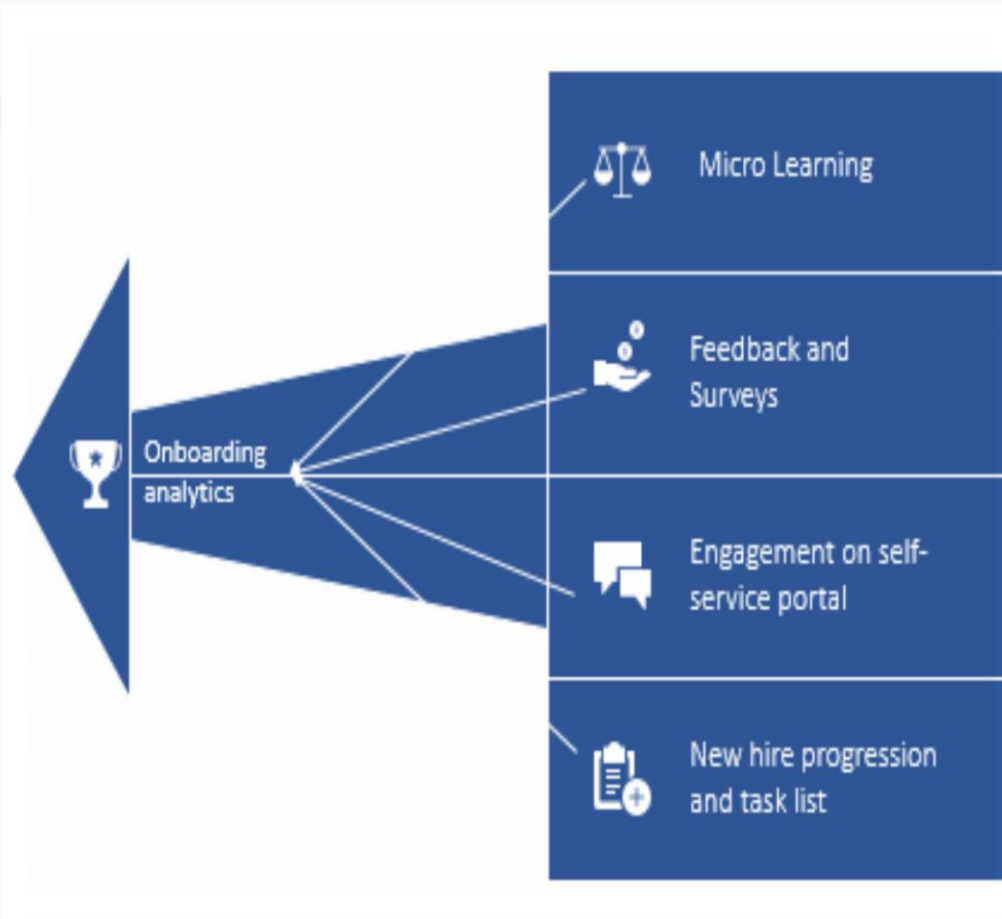


4. Personalized Onboarding –

The micro element of the best onboarding programs include items such as employee department, functions, job responsibilities etc. To understand why this matters is to think for a second the difference between two departments of an organization. In such scenarios would it make sense to onboard the finance person as same as marketing person?

Some examples to include in personalized onboarding program are -:

- ✓ Department working culture
- ✓ Key department processes
- ✓ Customized learning plan & objectives.
- ✓ Individual personal interest to customized preboarding checklist
- ✓ Measurable expectation and goals.




5. Reporting & Analytics –

Analysis is the discipline of gaining meaningful insights through interpretation of data that helps in better decision making.

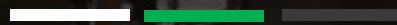
Onboarding analytics helps the HR to gain visibility into its processes and make smarter and faster business decisions.

Some examples of reports and analytics would be –


- ✓ Total Offer roll out.
- ✓ Offer Generated V/s Offer Accepted.
- ✓ Recruitment Performance Analysis.
- ✓ Joining Probability Analysis.
- ✓ Onboarding Tracking Report.
- ✓ Hiring Report.
- ✓ Asset Allocation Report.
- ✓ Onboarding Feedback Analysis.
- ✓ Engagement Survey Analysis.

A modern conference room with large windows and several chairs. The room is dimly lit, with light coming from the windows. The chairs are arranged in a row, and there is a table in front of them. The text "Key take away of Preonboarding & Onboarding" is overlaid on the image.


Key take away of Preonboarding & Onboarding




Let's get started!




Pre-Offer

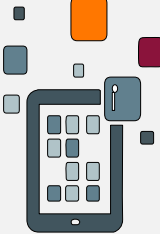


Pre-Onboarding



Onboarding



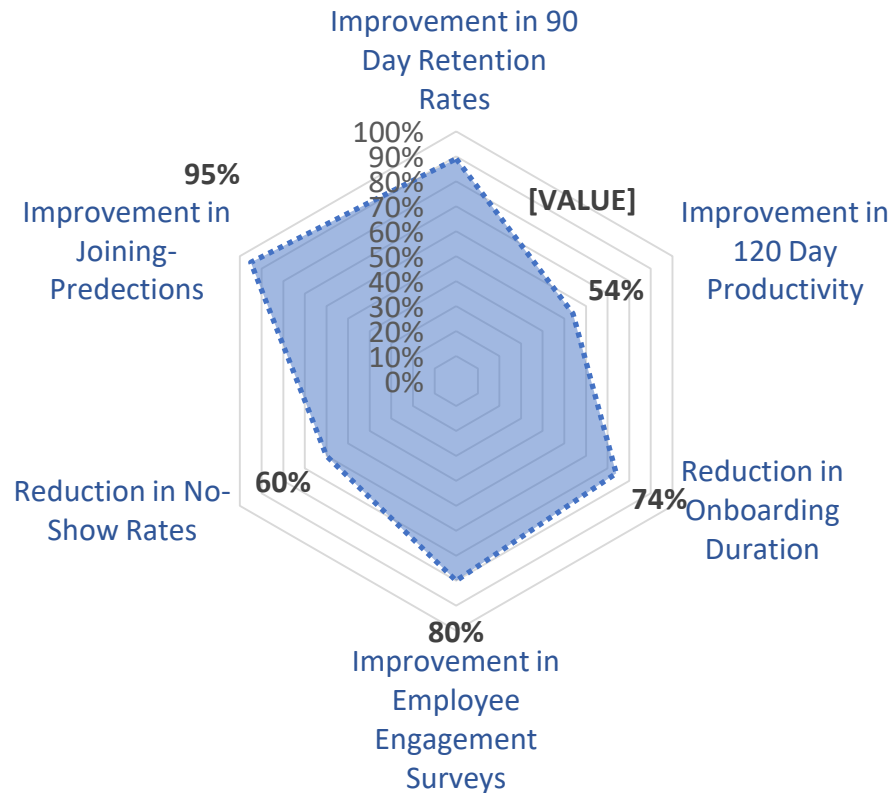

PARTNERSHIPS,
INTEGRATIONS
AND MOBILE

MyJoining Overview



ANALYTICS
AND REPORTING

Typical Returns on Objective for Our Clients



“

We at Hitachi have been using MyJoining for 2 years now. It has been a great experience as it allows to establish a connect with the candidate even before they are officially part of you and share key company information which will keep them engaged.

”

Head (HR) - Hitachi Systems Micro Clinic

“

There were savings achieved to the tune of 50% in terms of the manpower required to complete the onboarding process and also the time taken was reduced from a couple of hours to less than an hour.

”

Head (HR) - InterGlobe Technologies



and many more...

What's Happening Next

Engage with us in a free-of-cost Onboarding Consulting session to see how these trends can impact your industry.

Stay engaged with us to know more about best practices in Human Resource

Know More at – www.myjoining.in

