



Trends of HR Onboarding Program - 2020



Introduction:

Companies with the best onboarding program are looking for new ways to make onboarding playful, practical, original and knowledgeable for their new hires. In fact, now when pandemic has hit the world all-around hiring and onboarding has been completely changed and the emerging trends are something worth to capture in every organization HR Landscape.

We are looking at 2 major category of onboarding trends that have been picking up steam and doing wonders in cooperate world today even when everyone is opting virtual and digital hiring and onboarding. In this white paper we will try to cover each and every trend that organization should opt for 2020 and beyond to have a successful digitized onboarding program.



Paperless Onboarding Program

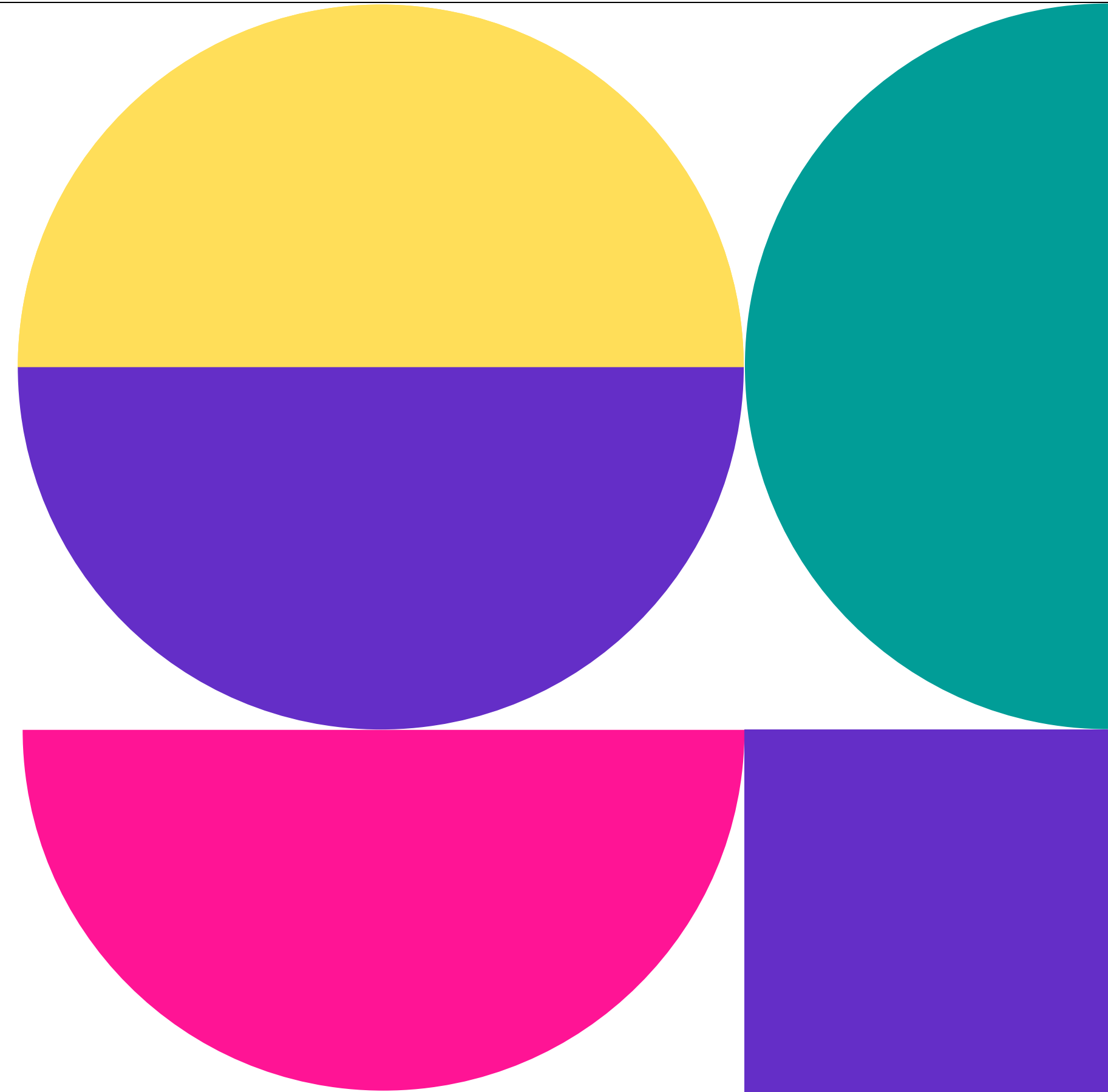
Paperless onboarding is the process of using employee onboarding framework or a unified HR management solution to speed up and streamline the process. These personalized onboarding framework take a fresh approach to onboarding and making it flexible, automatic, and personal by automating each and every new hire documents such as New joining form, EPF, ESI, Aadhar validation, all compliance check with easy e-signature functionality. As a result, it improves employee engagement, reduces no-show rate and drop out ratio, and ensures process compliance.





Possibilities of transformation from paper to paperless

The real challenge is implementing an effective paperless onboarding process in the heavy world of HR. However, since most onboarding tasks are a bit repetitive, the associated workflows lend themselves into automated processes. With advanced onboarding software, digital onboarding forms, dynamic HR workflows, and cloud-based storage, the onboarding process can be processed without any paper.





Trends in Virtual Onboarding program

A. People Trends

B. Technological Trends



People Trends in HR Onboarding

Preboarding

A strong pre-onboarding (or preboarding) process engages new hires during the uncertain phase from offer acceptance until their first day on the job. It also reduces operational overhead by automating administrative and logistical tasks.



Cultural Assimilation

It is all about the way people behave, talk to each other, and work in the office. It is about how the new hire gets integrated into the organization's culture, like, office culture or even how colleagues address each other.



Micro Learning

It is lightweight approach to online learning. And it's the perfect way to make your onboarding process faster, better, and so much more fun. It's the difference between having to read a 1000-page textbook and 20 index cards. It's much easier for a learner to maintain their enthusiasm and focus when studying bitschunks of information.





People Trends in HR Onboarding

Employer Branding

Your employer brand is your reputation as an employer and encompasses everything from your recruiting and onboarding processes to company culture, values, and benefits. In other words, your employer brand is your identity as an employer.



Employee Experience

Designing a powerful employee experience isn't simply a box to check for the HR team – it can also have a significant impact on many aspects of an organization. Company leaders recognize this influence, which is why nearly 80 percent of executives rate employee experience as very important or important. Remote Workforce





Technological Trends in HR Onboarding

HR Automation

Human resource departments in both small and large businesses are responsible for completing a plethora of tasks. Today, many companies rely on enterprise content management software to help human resource managers to reduce the amount of time that the various duties take. Because human resources jobs are document & form driven, human resources management professionals are increasingly relying on a combination of enterprise HCM software with HR automation to make their departments more efficient and to save money but now most of the ask can be done with onboarding only.

People Analytics

Leveraging the power of people analytics can help organizations pinpoint which values are most critical to their employees, and identify which ones may not be coming through as strongly during onboarding. Apart from these with the help of people analytics HR can predict and forecast their yearly plans and it also helps in decisions making.

Intelligent Recruiting

A new generation of recruiting, known as “intelligent recruiting,” leverages AI and big data to empower recruiters and HR professionals with actionable insights that allow them to attract and retain talent more efficiently and effectively in any environment.





Technological Trends in HR Onboarding

Gamification

Employee Gamification is a strategy that uses game-based elements such as competition, scores, and rewards to boost morale and motivate employees to complete tasks. Gamification can be used in many ways to engage employees and improve productivity, but one of the most effective approaches is to gamify onboarding.





Experience Driven Onboarding during Virtual Hiring

Learn how you build an engaging onboarding program for your new hires virtually.



Note:

One of the most Needful thing for HR"s in 2020 and beyond is Virtual or Remote Onboarding

Basic principles of Remote Onboarding Program are:

1. Automated Joining forms & Compliance
2. Engaging preboarding phase
3. E-learning and induction
4. Gamification of task
5. Microlearning and much more...



Conclusion:

Technology can save your business significant time and money. But it is possible to over-automate. The last thing you want to do is make your people feel like a number. Rather than focusing purely on gaining efficiencies, look for ways to use technology to create a more personalized experience as well.

Likewise, think about whether your business is ready for a new trend. For instance, if your workforce has a high proportion of older workers with limited computer skills, you might find a social intranet doesn't catch on as well as it would with the under 35's.

In the end, it is all about focusing on the best in best practice. Have a clear strategy for what you want to achieve with onboarding and implement initiatives that work for you and your business.

