

MyJoining helps InterGlobe reduce Onboarding cost by 50% while increasing offer conversion to 60%



www.interglobetechnologies.com

InterGlobe Technologies (IGT) is a leading IT & BPO services provider committed to deliver innovation and business excellence across the entire spectrum of Travel, Transportation and Hospitality domain. The company offers integrated IT-BPO services comprising of Application Development and Maintenance, Mobility, Testing, Analytics, Contact Center Services, Back Office Services and Consulting Services to the Travel industry worldwide.

Industry

IT & BPO

Headquartered

Gurgaon

Employees

7500+

Target Client Segments

Travel, Hospitality &

Transportation

MyJoining Solutions

- Pre-onboarding Portal
- Forms Central
- Analytics
- Alerts

The Challenge

Due to ever expanding set of customer base spanning across the globe, InterGlobe Technologies recruit's for skills in IT and BPO at a very fast pace and at mass levels. On an average, it recruits 500-600 candidates per month leading to 100+ new joiners in a week.

The first day of joining for the new hires was a day filled up with activities involving completion of all informational, transactional and statutory paperwork. HR had the task of making new hires understand about the organization, culture, team and the roles and responsibilities. They faced an additional challenge to keep the candidate engaged with the organization and thwart the risk of counter offers.

The existing processes meant around two days of on boarding. It was a repetitive process taking the bandwidth from HR and new hires also didn't had a lot of time to grasp everything.

The Solution

InterGlobe Technologies explored the market for COTS solutions as well as an option for bespoke development. Finally, IGT settled for MyJoining to help them resolve their Onboarding challenges.

MyJoining offers a seamless tool to pre-populate the Offer Accepted data from popular applications like Taleo or custom Excel files.

MyJoining offers a pre-boarding tool where the new hire can fill in his/her data, complete statutory forms, understand about the organization, history, culture and assign buddies.

It allows to schedule Learning activities and offers facility to send alerts and reminders if the new hire has not completed the activities in due time.

Regular mailers and attractive tool features, ongoing task can keep new hires engaged and tool branding assistance could keep them intact to their offers.

This tool can offer them automatic employee code generation assistance, helping HR save their time in doing so.

Benefits

MyJoining served the dual purpose of supporting both new employees and hiring managers through socialization and professional support. More tangible results included

- First day Onboarding timeframe was reduced to half a day from two days.
- 60% Increase in number of offers conversion to Joiners.
- Number of resources in HR required to do onboarding were reduced by 75%.
- Overall hiring cost went down by up to 50%
- IGT brand value was increased among new hires and prospective candidates.
- New hires had a better understanding of their work and responsibilities much before their joining day.
- Time taken to fill up lengthy statutory forms was reduced to just putting signatures as they were pre-filled and verified.
- Seamless integration between new hires data from HR into the ERP application for Employee Code Generation.