Smart OnBoarding™ Best-In-Class

Smart OnBoarding is a mature, robust, and highly configurable OnBoarding solution, based upon Industry requirements and most importantly, customer engagement.

This client feedback has helped to build templates which can be used to create an OnBoarding process out of the box, while those with more distinct OnBoarding processes benefit from a highly configurable solution. No matter what your OnBoarding process looks like – Smart OnBoarding has the configuration for you.

Industry Researchers and Analysts have also helped to determine what makes a 'Best-in-Class' OnBoarding process. Smart OnBoarding takes into account these factors, this has helped many Clients make the decision to place their trust in Smart OnBoarding.

Deployment

Smart OnBoarding can be deployed in the Cloud or on Premise as an Appliance, giving you great flexibility in how you use the solution. Both models of deployment do not require any software purchase, instead making use of a convenient subscription basis to ensure that you pay only for what you use in order to maximize your investment.

Smart OnBoarding can be integrated to any of your Applications, ensuring that data retrieved during OnBoarding is seamlessly transferred to your core Management Systems.

User Experience

Built to transform the manual paper-based process of OnBoarding into a digital environment, Smart OnBoarding has been built around the User. From the New Hire to those processing them, Smart OnBoarding guides the User through to completion. Any missing or incorrectly information entered into the system is flagged and can prevent further progress until resolved if required. From the moment the User is invited to go through the OnBoarding process to completion Smart OnBoarding allows for the integration with your Brand. Bring in colors, logos and other details that will make the solution yours and create a unified solution with your values.

Compliance

As part of your OnBoarding process there will be forms that need to be completed for regulatory compliance, such as the I-9 in the USA. Smart OnBoarding brings these forms into an automated digital process, and where previously populated information or information available elsewhere is auto-populated in the forms without having to re-key it. These approaches to the process ensure that not only is it quicker and more efficient, but also ensuries that all required information is entered to meet compliance needs. This in turn will provide a better OnBoarding experience and reduce the likelihood of fines and penalties associated with non-compliance.

Integration

OnBoarding is a key part of the new hire process, and Smart OnBoarding has been designed to integrate with your HR Applications. This integration ensures that you are not having to manually re-enter information, in disparate systems for new hires. When you have selected a new hire from your ATS system you can be sure that their information and experience is continued right through to when they become a full employee in your HR Application.

Reporting & Analytics

Reporting on OnBoarding is crucial to enhancing the process.By identifying problems you can put in place measures to further streamline it. Smart OnBoarding has pre-built reports and dashboards that can be changed and edited to suit. These reports start with a high level overview of where each new hire is in the process of OnBoarding, and from there you can drill down into the details of each case. From this perspective you can identify weaknesses in your OnBoarding and any remedial work, including the training of your staff.

Security

Smart OnBoarding provides state of the art Security, be it on premise or in the Cloud. Using the latest in encryption, two factor authentication, data masking and so much more. Within the Application, Roles and Responsibilities can be established to make sure that each person is doing the job that they need to do and nothing more or less. This helps to define clear lines of duty and ensures that only those authorized have access to sensitive data for example. This approach to Security further helps streamline the OnBoarding process by guiding the User through the process and not leaving them to navigate and work in areas of the Application they are not authorized to.