

Robotic Process Automation (RPA) for onboarding and offboarding

Employee onboarding and offboarding are traditionally manual Human Resource activities, but as new technologies are introduced to take these processes online, automating repetitive tasks through RPA can simplify and streamline operations. The result: improved coordination and efficiency that empowers your HR team to do what they do best—attract, develop, and ultimately retain difference-making talent.

Why RPA? The key questions...

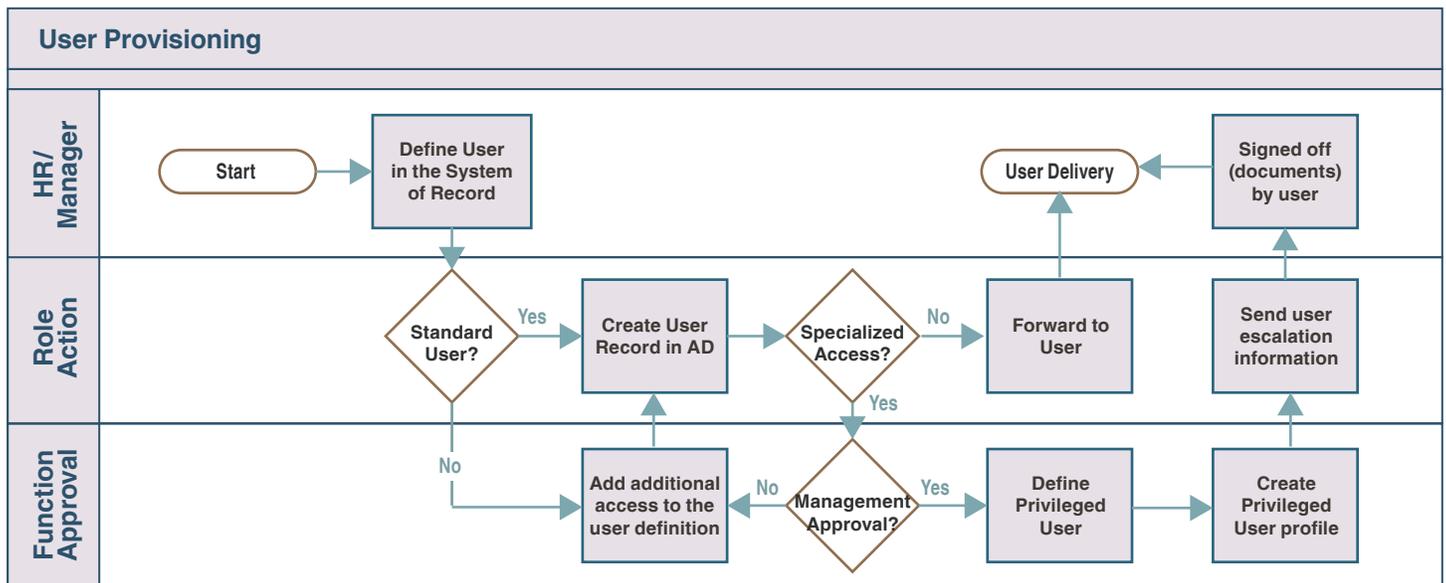
- Do you need to free up capacity?
- Do you need to reduce costs?
- Do you need to improve value and quality?

Companies are already benefiting from using RPA for HR

At one Global IT Firm, manual onboarding activities were reduced from 138 minutes per new employee to just 3 minutes. The bot integrated with HR employees to prompt them when needed. This bot also reduced the number of data entry errors.

BMW automated the employee ID creation part of their onboarding process. This process interfaced with three systems. The bot was able to seamlessly integrate these systems, reducing manual time for new employee ID creation by 175 hours per month.

RPA in action



Employee lifecycle

During the employee lifecycle, multiple departments must coordinate at each step to ensure a smooth employee experience.

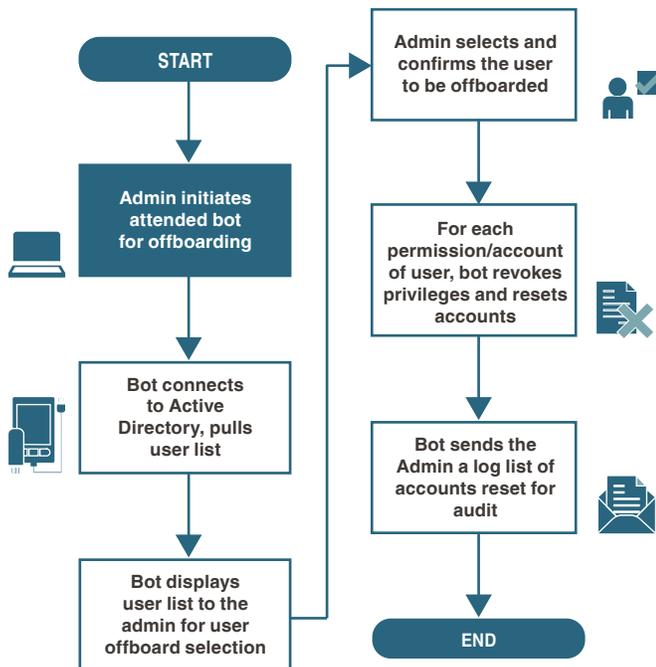
RPA can help this coordination. With a bot to help with onboarding and offboarding, communication will automatically keep IT and HR in the loop.

We target the “gold” wedges of the employment lifecycle, freeing up time for more value-added activities.



Lingering accounts are often targeted by malicious actors to get into company systems

Employee offboarding



At the end of an employees time with an organization, many companies do not have set processes to ensure accounts are closed. This can lead to security vulnerabilities that can be targeted by those outside of the organization.

With RPA, an HR employee can work with an attended bot to clean up and deprovision all of the accounts for an employee who is leaving the organization. Additionally, this bot can be used to audit currently existing accounts to see if any accounts are actually lingering currently. Also, HR and IT do not need to have maintained an accurate list of all accounts and systems the employee had access to. Instead, the bot will locate accounts across systems and disable the account when found or skip a system the employee never had access to.