

## AUTOMATED RECRUITMENT & ONBOARDING

Built on the Pega Infinity™ platform, ai4 HR manages the process of recruitment, from the identification of candidates based on their skills and experience, by running sophisticated AI-driven algorithms to find the best matched applications from thousands of CVs. The system then handles arranging interviews using MS Outlook™, providing feedback and scoring criteria, approvals to hire, contract generation, automating the signature process using DocuSign®, and finally the onboarding of the new hire. The process can handle both individual hires as well as batches of new recruits.

## NEW HIRE TO OFFBOARDING

The ai4 HR application then manages the processes of training and appraisals, along with employee wellbeing and rewards, life changing events, staff benefits and compensation packages. ai4 HR also provides an employee offboarding module for retirees and leavers.

## KNOW YOUR EMPLOYEE ('KYE')

ai4 HR provides a complete 360° picture of the employee lifecycle from recruitment to offboarding, creating an employee-specific digital file for recording the history of appraisals, performance-related rewards, training – in fact, every event during their employment. The KYE data allows for sophisticated reporting to identify trends and behaviours of employees and groups of employees, enabling management to make informed, proactive decisions on staff development needs and strategies.

## KNOWLEDGE MANAGEMENT VIA AI CHATBOT

ai4 HR features a powerful Knowledge Management capability, which is coupled with an AI-powered ChatBot so new employees can easily find answers to any questions they have. The AI ChatBot has machine learning capabilities so the knowledge base will increase over time.

## SELF SERVICE PORTAL

Employees have access to a portal from which they can complete microjourneys such as changing their address or bank details or

## the challenge

Staff turnover remains a major concern for organisations, with attrition rates averaging 15%<sup>1</sup> in the UK, but up to 18.3%<sup>2</sup> in Tech and an alarming 57.3%<sup>3</sup> in Retail. With the average cost of replacing a lost colleague averaging 6-9 months<sup>3</sup> salary, staff retention and seamless recruitment has to be a priority for organisations, regardless of industry.

## the solution

ai4 HR allows organisations to manage the entire employee lifecycle from hiring to retiring, automating many tasks such as recruiting, appraisals, rewards and offboarding

## the benefits

- Enhanced new employee experience
- Improved retention rates
- Instant visibility of onboarding progress
- Digital 360° employee file provides full employment history
- Automation of employee feedback, rewards and appraisals

1 (Monster)  
2 (Reward Gateway)  
3 (Centric HR)

applying for annual leave. These processes are automated so that HR staff are free to focus on important tasks.

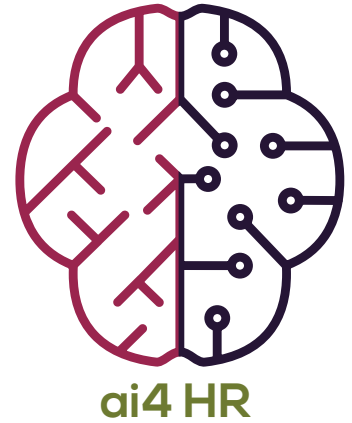
### EMPLOYEE CHURN ANALYTICS

ai4 HR can help organisations reduce staff turnover by applying predictive models to employee data to anticipate in advance if someone is likely to leave. This can automatically trigger retention processes

### EXPENSES

The ai4 HR solution allows employees to capture their expenses, whether single or multiple entries or mileage-related expenses, upload receipts, charge to a project code, manage approvals and payment status. All expense policies can be quickly and easily configured into the system, based on expense types and also threshold amounts can be put in place based on expense policies, employee grades or any other variable.

- Self-service portal allows HR people to focus on important tasks
- Early identification of potential leavers



### Case Types

- Recruitment & Onboarding
- Offboarding & retirement
- Productivity & appraisals
- Wellbeing & retention
- Employee Self-Service
- Training
- Employee 360°
- Expenses



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