

AI & VR Based Onboarding For New Joiners

Present By:
Hew Kar Eun, Kenneth Wong Meng Yong,
Tan Ru Poh, Yu Yung Jun, Er Qing Yap



The background is a dark blue gradient. On the right side, there are several concentric circles in a lighter shade of blue. Scattered across the image are various geometric shapes: a vertical column of small blue dots on the top left, a cluster of grey squares on the top left, a white plus sign and a white triangle on the top center, a white triangle and two small white dots on the middle left, a white plus sign and two small white circles on the bottom left, a grey square on the bottom center, and a white triangle and a small white dot on the bottom center.

PERSONAL INFORMATION



KENNETH WONG



HEW KAR EUN



TAN RU POH

STUDY IN TARUMT
COURSE : DEGREE IN DATA
SCIENCE
CGPA : 3.8
LANGUAGE : CHINESE,
ENGLISH, MALAY

STUDY IN TARUMT
COURSE : DEGREE IN DATA
SCIENCE
CGPA : 3.85
LANGUAGE : CHINESE,
ENGLISH, MALAY

STUDY IN TARUMT
COURSE : DEGREE IN DATA
SCIENCE
CGPA : 3.95
LANGUAGE : CHINESE,
ENGLISH, MALAY



ER QING YAP

STUDY IN TARUMT
COURSE : DEGREE IN DATA SCIENCE
CGPA : 3.85
LANGUAGE : CHINESE, ENGLISH, MALAY



YU YUNG JUN

STUDY IN TARUMT
COURSE : DEGREE IN DATA SCIENCE
CGPA : 3.8
LANGUAGE : CHINESE, ENGLISH, MALAY

Table of contents

01.

Executive
Summary

02.

Project Background -
Problem Statement
and Solutions

03.

Idea And Plan Of
Action - Technical
Details

04.

Business
Impact

05.

Needed Resources -
Support
Documentations,
Financial Considerations
and Roadmap

06.

Conclusion all

01. Executive Summary

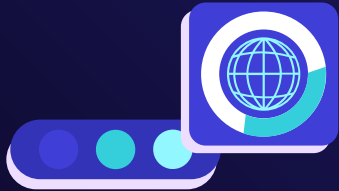


Aim: Accelerate the onboarding and training to help new hires hit the ground running.

Attract, gather and onboard talents to an organization using the metaverse by focusing on creating an immersive, engaging, and user-friendly experience.



**Metaverse
Onboarding**



What a metaverse can do



Self-Guided
Tutorials &
Resources



Interactive
Simulations



Chatbots
and Virtual
Assistants

02.

Project Background



Project Background



Introduction



Problem Statement
& Objectives



Solution

Introduction

The Metaverse Onboarding Program is an unprecedented breakthrough by us to replace human-guided onboarding since human-based onboarding will consume a lot of time and resources to carry a newcomer.

- Metaverse Onboarding is possible for companies to attract, gather and onboard talents to an organization using the metaverse by focusing on creating an immersive, engaging, and user-friendly experience.
- With this metaverse onboarding experience needs to adapt to evolving AI and VR industry trends, technological advancements and beta test the product expectations.

Problem Statement & Objectives

Extended
Learning Period



Absence of
Non-Functional
Onboarding



Miscommunication
and Lack of Clarity



Scattered,
Incomplete, or
Outdated
Documentation



Metaverse Solution Overview



Greater User Engagement

Users can explore virtual environments, interact with 3D elements, and participate in simulations and make the onboarding process more memorable and enjoyable.



Real Time Collaborations

Enabling users to connect with colleagues, mentors, or trainers from around the world. It is more collaborative to learn and problem solving.



Immersive Training and Simulations

It allows users to practice skills, procedures in a realistic virtual environment. The Metaverse experience enhances learning outcomes and retention.

03.

Idea and Plan Of Action





Hilti Group



Overview ▾

2.8K

Reviews

127

Jobs

3.9K

Salaries

669

Interviews

685

Benefits

73

Photos

1.3K

Diversity

The poor Onboarding Process - Account Manager Hilti Group Employee Review

[See All Reviews \(2826\)](#)

3.0 ★★☆☆☆ ▾

Sep 17, 2021 ...



Account Manager

Former Employee, less than 1 year

Canberra

✓ Recommend — CEO Approval ✓ Business Outlook

Pros

The company provide a car and petrol card.

Cons

The onboarding process and training were poor, and newbies expected to work and achieve the target with limited support, tools, facility, and knowledge.

Advice to Management

improves onboarding process, especially for remote areas that have no branch office or senior peers.



Helpful



Share

Major Functionalities

Virtual
Onboarding
Environment



Immersive
Training
Modules



AI-Powered
Virtual
Assistant

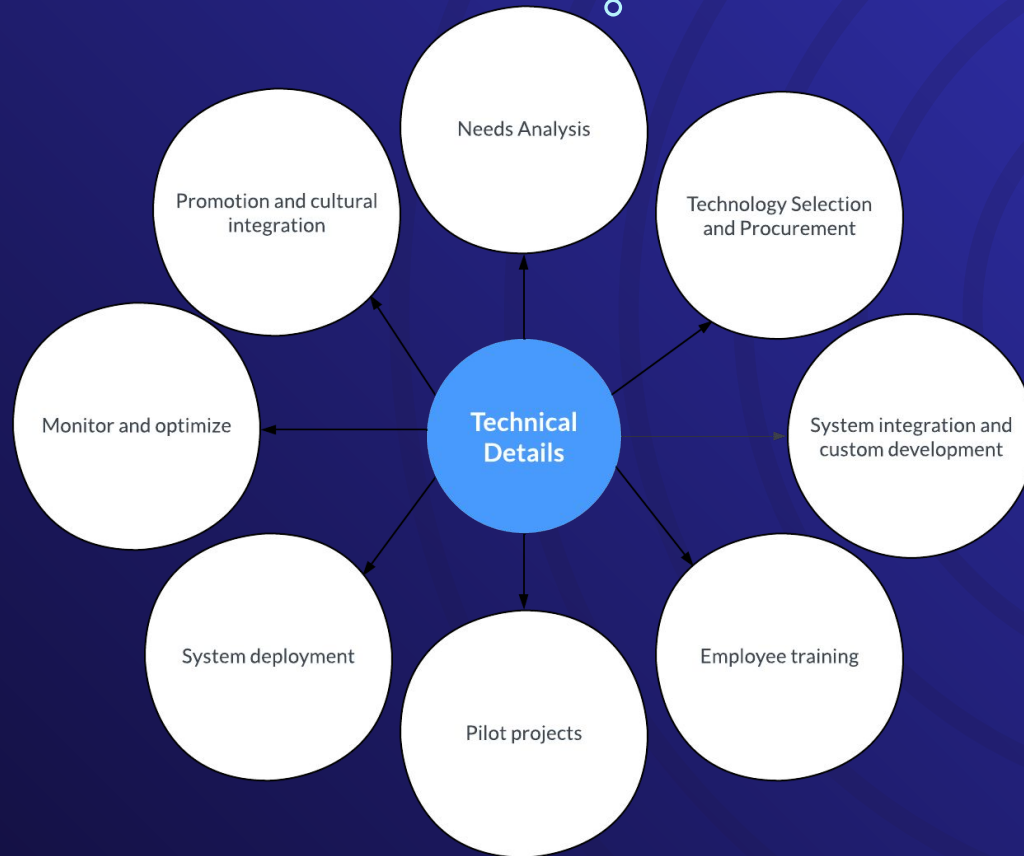


Interactive
Company
Culture
Showcase



The background is a dark blue gradient. It features several decorative elements: a series of concentric circles on the right side, a cluster of small squares in the top-left corner, a small icon of a plus sign and three dots at the top center, a vertical column of seven dots on the right side, and several other small square and dot clusters scattered around the bottom and right edges.

Technical Details



1. Needs Analysis

Firstly, an in-depth needs analysis will be conducted through communication with various departments to understand the challenges and requirements in the onboarding process.

- Special attention will be given to quantifying issues related to the challenges
- of new employees completing tasks with limited support, tools, facilities, and knowledge.

2. Technology Selection and Procurement



Virtual reality (VR) technology

- **Hardware:** Choose high-performance, comfortable, easy-to-use VR headsets such as Oculus Rift S or HTC Vive Pro to ensure employee comfort and efficiency during training.

Software platform: Use customizable VR training software, such as STRIVR or Immersive Learning, to tailor training content to company needs.



2. Technology Selection and Procurement



Artificial Intelligence (AI) Technology:

Speech recognition and natural language

processing: Integrate AI speech recognition technology

that can understand and respond to employee

questions, such as Google Cloud Speech-to-Text or

Microsoft Azure Speech.

Intelligent recommendation system: Adopt an AI-based recommendation system to provide personalized training content suggestions based on employees' learning history and needs.



2. Technology Selection and Procurement



Technical feasibility: Evaluate whether the vendor's technology solution can meet the company's specific training needs, especially in addressing training quality issues mentioned in Glassdoor reviews.

- **Reliability and support:** Make sure the vendor has a stable technical support team that can promptly resolve potential issues and provide regular software updates and improvements.

User Interface and Experience: Choose a vendor whose solution should have an intuitive and user-friendly interface to ensure it is easy for employees to get started and improve learning efficiency.

Contract terms: Develop clear contract terms, making sure to include specific requirements for technical support, training, and system updates.

Cost-Effectiveness: Consider both technical performance and cost-effectiveness to ensure you choose a solution that fits your company's budget while delivering a high-quality training experience.



3. System integration and custom development



System integration and customized development are performed according to the company's specific needs to ensure seamless integration of VR+AI technology with existing onboarding systems and processes. Prioritize developing a user-friendly interface to improve learning efficiency for new employees.

Customized development takes center stage to address the specific nuances of our organization. Tailoring the technology to meet our unique requirements ensures that the integration is not just seamless but also attuned to the intricacies of our onboarding processes.



4. Employee training

Design and implement comprehensive employee training programs, including training using VR+AI tools. Training should be interactive and hands-on focused to increase employee proficiency with technology and emphasize the importance of company culture and values.




5. Pilot projects

Conduct a pilot project among a subset of employees to gather feedback and make improvements. Ensure that VR+AI technology can effectively solve problems in the onboarding process in practical applications while maintaining consistency with the company culture.



6. System deployment

Based on the feedback results from the pilot project, VR+AI technology will be gradually deployed into the entire onboarding process. Ensure system stability and performance to maximize its role in improving onboarding efficiency.



7. Monitor and optimize


Establish a regular monitoring mechanism to track metrics and user feedback during the onboarding process. Adjust and optimize based on data to ensure that VR+AI technology continues to meet company needs and improve employee satisfaction.



8. Promotion and cultural integration



Promote the new onboarding process and integrate VR+AI technology into the company culture through internal publicity and training activities. Emphasize the value of the technology and how it fits with.





04.

Business Impact



Business Impact



AI & VR Based System
For Better Onboarding
Experience



Easy Manage Time
for Interview



AI Dashboard for
Functional
Onboarding

AI & VR Based System For Better Onboarding Experience


- For our AI part is **AI Chatbot to answer any question** and VR part is **VR Video for onboarding the new joiner and guide them about company actual work**
- Since learning take a lot time and sometime will misinformation or lack of clarity from HR so the VR actual work video will talking details of every department and go through all the details about actual work so that the new joiner can fully understand their work.
- **Revenue Generation for faster onboarding**

Easy Manage Time for Interview

- For physical interview, **some joiner time will crash with interviewer so will cause postponed or difficult to align timing.** About this issues, **our onboarding system have come out features to let the joiner select the time slot that able for them so that HR can view the common time slot for interview**
- It help enhance and prosthesis online meeting (zoom and google meet) what cannot does. It increase the personal contact and increase human interaction. It give user immersive experience just like in a real workplace.
- **Efficiency Improvement for automated support and easy operate**

AI Dashboard for Functional Onboarding

- AI Dashboard **will have the features for functional onboarding such as task to do, apply leave so that can refer how to apply leave and check the status of task something**
- Other than that, one more features is if the joiner need refer back the VR actual work video , they can refer back the video from there. All the videos and documentations resources can be found.
- **Innovative Onboarding Approach and Improved Employee Satisfaction**



VIRTUAL REALITY

**IMMERSIVE
OFFICE
EXPERIENCE**

IKEA®

HUMAN RESOURCES

IKEA®

LOGISTICS





References for VR Onboarding

- <https://www.techtarget.com/searchhrsoftware/feature/6-potential-uses-for-VR-during-onboarding>
- <https://virsabi.com/ikea-is-using-virtual-reality-for-onboarding-and-training/>

05.

Needed Resources



Support Documentations



Online user
manuals and
guides.

FAQ

Frequently
Asked
Questions
(FAQs)
document



Video
tutorials and
demos



Troubleshooting
guides



Contact
information
for customer
support

Support Documentations



Contemporary Readings in Law and Social Justice 15(2), 2023
pp. 179–197, ISSN 1948-9137, eISSN 2162-2752

Productivity Software Tools, Wearable Augmented Reality Devices, and Generative Artificial Intelligence and Immersive Remote Collaboration Systems in Virtually Simulated Workspace Environments

Tomas Frajt¹, Katarina Frajtova Michalikova¹,
and Raluca Ștefania Balica²

ABSTRACT. This paper provides a systematic literature review of studies investigating generative artificial intelligence and immersive remote collaboration systems articulating governance decision-making processes, skilled labor attracting and training, and remote work collaboration. The analysis highlights that generative artificial intelligence and virtual reality immersive training tools can further business process performance, employee attraction and well-being, and extensive retraining programs in virtual work settings. Throughout May 2023, we performed a quantitative literature review of the Web of Science, Scopus, and ProQuest databases, with search terms including “virtually simulated workspace environments” + “productivity software tools,” “wearable augmented reality devices,” and “generative artificial intelligence and immersive remote collaboration systems.” As we inspected research published in 2023, only 172 articles satisfied the eligibility criteria, and 53 mainly empirical sources were selected. Data visualization tools: Dimensions (bibliometric mapping) and VOSviewer (layout algorithms). Reporting quality assessment tool: PRISMA. Methodological quality assessment tools include: AMSTAR, Distiller SR, MMAT, and ROBIS.

Keywords: productivity software tool; wearable augmented reality device; generative artificial intelligence; immersive remote collaboration system; virtually simulated workspace environment

How to cite: Frajt, T., Frajtova Michalikova, K., and Balica, R.-Ș. (2023). “Productivity Software Tools, Wearable Augmented Reality Devices, and Generative Artificial Intelligence and Immersive Remote Collaboration Systems in Virtually Simulated Workspace Environments,” *Contemporary Readings in Law and Social Justice* 15(2): 179–197. doi: 10.22381/CRLSJ.1522023.10.

Received 25 June 2023 • Received in revised form 26 November 2023

Accepted 28 November 2023 • Available online 30 November 2023

¹Faculty of Operation and Economics of Transport and Communications, Department of Economics, University of Zilina, Zilina, Slovak Republic, tomas.frajt@pedas.uniza.sk

²Faculty of Operation and Economics of Transport and Communications, Department of Economics, University of Zilina, Zilina, Slovak Republic, fmicalikova@pedas.uniza.sk

³The University of Craiova, Romania, ralu.balica@yahoo.com. (corresponding author)

<https://www.proquest.com/docview/2918787426/AA8113646A934A66P/Q/29?accountid=38945&sourcetype=Scholarly%20Journals>

Mondelez turns to metaverse for onboarding new recruits

[ProQuest document link](#)

FULL TEXT

New Delhi, May 19 NEWS

From witnessing how chocolates are made and packaged to visiting the global R&D innovation centres, a bunch of newly recruited employees at Mondelez India are getting onboarded on the metaverse.

Mondelez India has launched a pilot initiative to offer an immersive experience for onboarding newly recruited employees leveraging the meta oculus virtual reality headsets.

'Signature moment'

Shilpa Vaid, Head HR at Mondelez India, told BusinessLine , "Given the shift to remote and hybrid work models, we have been deeply thinking on how to redefine our colleagues' work experiences at Mondelez. We want to ensure that onboarding and assimilation into the company becomes a key "signature moment" for the new hires irrespective of their locations and therefore, we decided to launch this cool immersive experience." Vaid said onboarding is among the key moments that matter for an employee at an organisation and is also an opportunity for the employers to validate that the new hires have made the right choice.

Spread across several weeks, the onboarding process at the company during pre-Covid times included physical visits to manufacturing facilities and innovation centres, among others. "But we felt that in this new normal, those experiences have not been as compelling for the new hires as it would have been during the pre-Covid era ... Currently, a batch of 50 new hires across functions are getting onboarded through this pilot programme," she added.

Hiring plans

Last year, Mondelez India hired over 400 employees and has strong hiring plans for this year too.

<https://www.proquest.com/docview/2666734378/B7CE00B7150448FBPQ/2?accountid=38945&sourcetype=Newspapers>

Financial Considerations



Budget
allocation for
developing
the system
platform



Cost
projections
for software
development,
testing, and
deployment

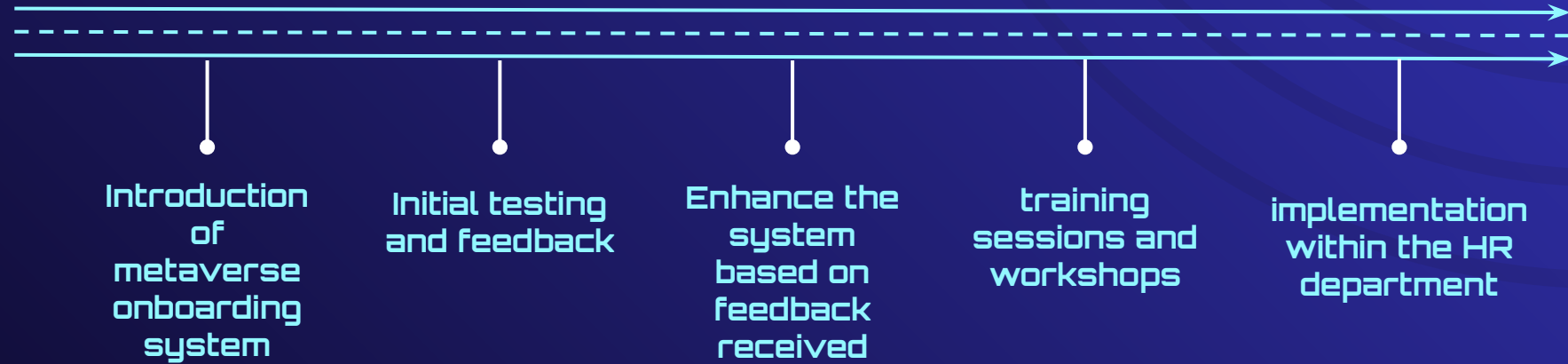


Potential
savings
compared to
human-guide
d onboarding
methods




Expense
tracking for
ongoing
maintenance
and updates
to the
program

RoadMap



RoadMap



A horizontal road map diagram consisting of three parallel lines: a solid top line, a dashed middle line, and a solid bottom line. All lines end with arrows pointing to the right. Two vertical lines connect the bottom solid line to text boxes below. The first vertical line connects to the text 'Gradually roll out the system to other departments'. The second vertical line connects to the text 'Implement across branch outlets or smaller company divisions'.

Gradually roll
out the
system to
other
departments

Implement
across
branch
outlets or
smaller
company
divisions

05.

Conclusion





1

Our Metaverse Onboarding Solution offers an innovative approach to addressing onboarding challenges.

2

This solution streamlines onboarding, reduces time to productivity, and fosters a sense of belonging.

3

Features include real-time collaboration, immersive training, and enhanced user engagement.

4

Utilizing immersive metaverse environments, we accelerate the integration of new talent.



A full-page background image featuring a perspective view of a tunnel formed by multiple concentric, glowing blue neon lines. The lines create a strong sense of depth, leading the eye towards a bright, white light at the far end of the tunnel. In the center of the tunnel, an astronaut in a white spacesuit with a blue life-support backpack is walking away from the viewer towards the light. The floor of the tunnel is dark and reflective, mirroring the glowing lines. The overall color palette is dominated by deep blues and bright cyans, with a high-contrast white light at the horizon.

Thank You!