How RPA is Revolutionizing in HR?

How is the "Work" changing?

- The world Economic Forum predicts that 65 percent of children entering primary school today will ultimately end up working in completely new job types that don't exist today.
- In a recent survey of more than 11,000 bussiness leaders , 61 percent of respondents said they were actively redesigning jobs around artificial intelligence(AI), robotics ,and new business models.
- RPA could be the key to John Maynard Keynes prediction-humans will be able to work an average of 15 hours a week and dedicate the rest to leisure and creative tasks.

RPA IN HR :

- HR departments often lack sufficient staff to focus on the processes and services that are known to create competitive advantage in the marketplace.
- When the HR professional is not overburdened, they can dedicate time to a wide range of value-added tasks like talent management, performance optimization , rewards ,culture, and workplace design and training. In digitally transformed companies, it's these more strategic roles that create the competitive advantage.

  - Create a better employee experience

  - Automation can free up to 40% of time for HR professionals

  - Digitization of paper forms can reduce labor intensive tasks of storing and maintain documents

  - Happy HR= Happy Employees

Key Issues In HR Manual Process:

- End-to-End Manual process
- Lots of HR documents were being hand delivered-high time and cost
- Longer cycle times-TAT(Turn-Around-Time)
- High volume of transactions-per HR personnel
- Concerns around employee experience

Objective of Automation:

- Reduced cycle time/TAT
- Mitigation of control risks with manual processes –multiple data sources
- Increase efficiency /productivity of centralized shared services
- Re-engineering of the process- cost savings and reduction in steps
- Increase in employee satisfaction –resulting in reduced early attrition

Use Cases:

- Resume Screening
- HR Records Processing
- Employee Onboarding
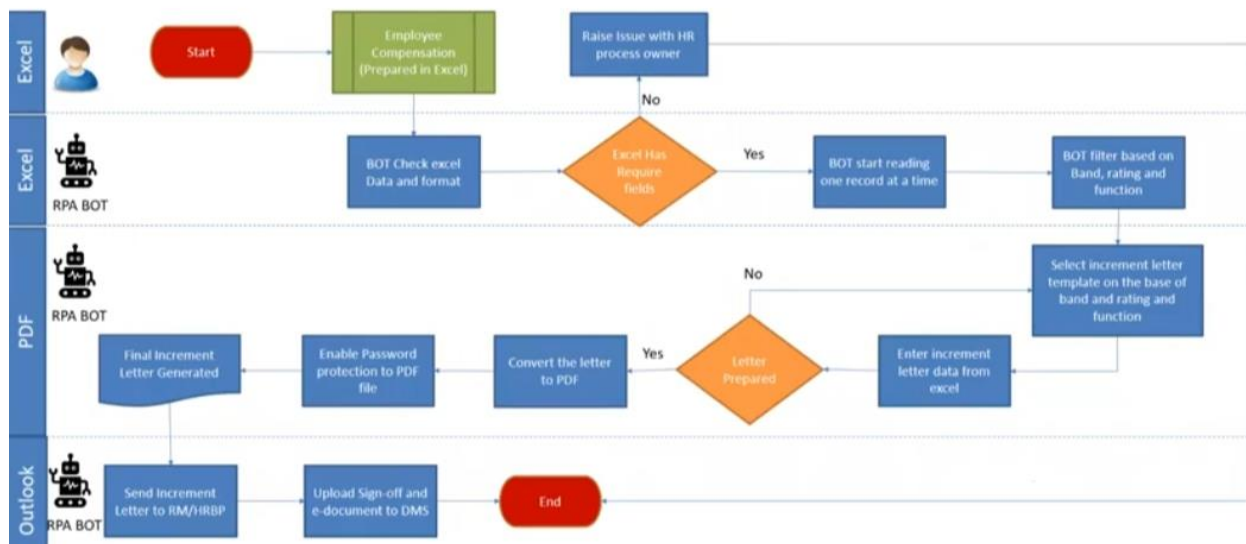- Induction Training
- Employee Data Management

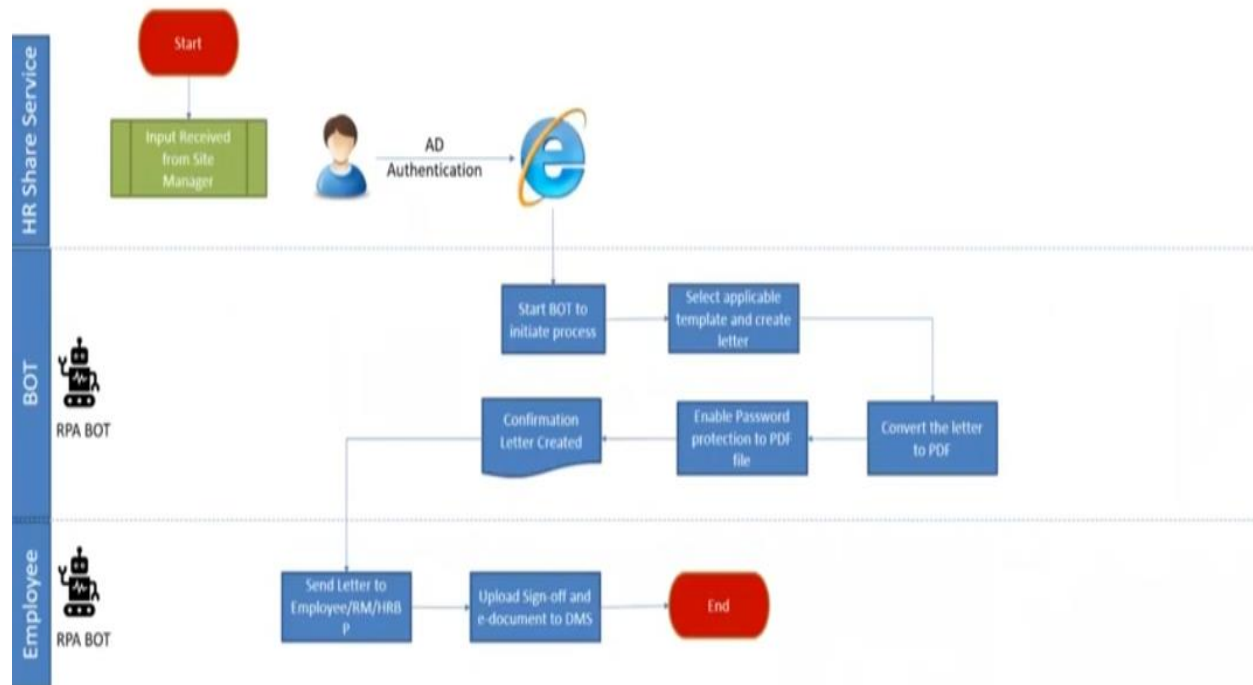## Offer Letter - Process Flow

Offer Letter – Process Flow
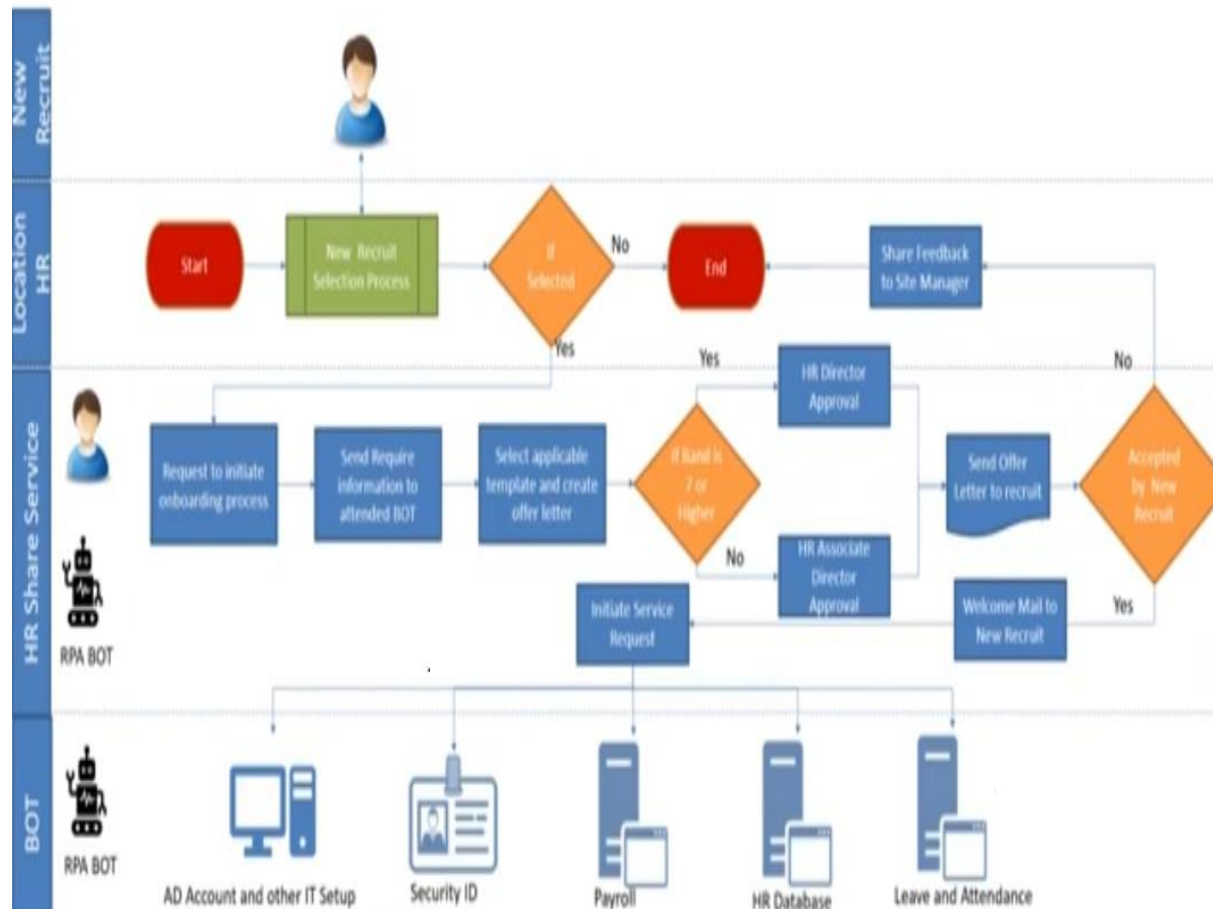
Increment Letter – Process Flow

Increment Letter - Process flow

Transfer - Process Flow

Transfer – Process Flow

For any RPA implementations / resources in your organizations please reachout to rpa@gxplabs.com