***<HR ONBOARDING PROCESS>***

**A Minor Project SRS Submitted to**

****

**Rajiv Gandhi Proudyogiki Vishwavidyalaya, Bhopal**

**Towards Partial Fulfillment for the Award of**

**Bachelor of Technology**

**(Computer Science and Technology)**

**Under the Supervision of:**

***Prof.* *Simarjeet Sing Bhatia***

**Submitted By**

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**Name 3(enroll. No)**

**Name 4(enroll. No)**



**Department of Computer Science and Information Technology**

**Acropolis Institute of Technology & Research, Indore**

**July-Dec 2021**

***Project Proposal:***

*HR onboarding process using re framework*

***Project Category:***

*RPA base project*

***Problem Statement:***

*1.This project is developed to automate HR onboarding process.*

*2.This robot categorizes all the details on the basis of the employes details and organizes them in an excel sheet. This will help in maintaining records of employes details received by HR.*

***Scope (100 words)***

*It will help in collecting perfect employes in a very short time. The primary aim of RPA in the HR onboarding process is* to have every new employee be well-equipped from the first day of their employment. It is interesting to note that there is a counter-intuitive response to automated processes for new employee onboarding

*Specific Objectives:*

***Stake Holders of Project***

*HR.*

***Review of literature:***

The client has employees working in several offices across the world. Its HR functions handles a variety of processes, and each process is composed of several activities, and that were not effort rigorous but also vital for employee satisfaction

The next-generation automation technologies are disrupting the business organizations and the HR function is expected to be proactive in supporting them through the transformation. Currently, HR processes and procedures and are typically semi-automated and manual interventions are time consuming with the increased density of workforce in the competitive environment. challenges including, but not limited to, business processes, data, and technology raising quite a lot of challenges for the human resources personnel. Automation is invading the HR space, sooner or later everything that can be automated, will be automated and the pandemic rushed the transformation like never

**Whether the Implementation and deployment of the project idea (yes/no)**

*a) Has Social benefits –Yes*

*b) Environmental Benefits -Yes*

*c) health, safety, legal and cultural issues- Yes*

*d) Considers sustainable development (economic development that is conducted without depletion of natural resources)-Yes*

*e) Applies ethical principles while selecting project (not to steal other’s project idea, code and documents)- Yes*

*f) Commits to professional ethics and responsibilities and norms of the engineering practice - Yes*

*g) Create, select, and apply appropriate techniques, resources, and modern engineering and IT tools- Yes*

*h) Identify, formulate, review research literature, and analyze engineering problems reaching substantiated conclusions -Yes*

**Technological know-how required for proposed project idea:**

*Processor – 1.9 (GHz) x64-bit dual core processor with SSE2 instruction set to 3.3 (GHz) x64-bit dual core processor with SSE2 instruction set.*

*Memory - 2-GB RAM to 4-GB RAM or more.*

*Network - Greater than 50KBps*

*Robotic Process Automation (UI path),*

*Windows 8 and higher operating system.*

**Key Personnel and their expertise**

|  |  |
| --- | --- |
| **Student Name and Enrollment No.** | **Technical Expertise** |
| *Aditya Chouhan* | *C++, Python, DJango* |
| *Nikhil Soni* | *HTML5, CSS3,javascript* |
| *Samruddhi Khandelwal* | *Java Script and SQL* |
| *Guide: Prof. Simarjeet Singh Bhatia* | *C++,JAVA,HTML5,Javascript* |

**Proposed Timetable**

|  |  |  |
| --- | --- | --- |
|  | **Description of Work** | **Expected no. of weeks to complete the module** |
| **Module One** | Automation framework | 3-4 week |
| **Module Two** | Design & Execution | 4-5 week |
| **Module Three** | Testing | 3 or more week |

***Project Benefits.***

* Simpler payroll
* Streamlined employee on-boarding
* Improved learning opportunities
* More efficient talent acquisition
* Enhanced employee experience
* Better performance management
* Bridging legacy systems and ERPs
* reclaiming up to 40% of employees’ time;
* 10x faster employee onboarding
* return on investment on payroll achieved in 4 months;
* staff costs reduced by 60%;
* processing time reduced by 85%.

The benefits of RPA in HR go beyond financial ones. Automation brings out the humanist side of the workplace and takes the bot out of the human. With RPA taking care of the mundane work, HR professionals can make use of their soft skills for proactively recruiting talent and supporting and fostering the company’s culture among other value-added activities

**CONCLUSION**

RPA is HR promises more efficient data management, streamlining high-volume, rule-based HR processes. It improves employee satisfaction by allowing them to work on more human tasks like decision making and communication. To conclude, the promise of RPA in HR is beyond cost saving: it is about making a human-centric workplace.

**References:**

[**https://www.linkedin.com/pulse/7-use-cases-benefits-robotic-process-automation-rpa-hr-cristian-ignat**](https://www.linkedin.com/pulse/7-use-cases-benefits-robotic-process-automation-rpa-hr-cristian-ignat)

[**https://www.ibm.com/in-en/products/robotic-process-automation**](https://www.ibm.com/in-en/products/robotic-process-automation)

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**Below are the Specifications to be considered with editing and**

**Page Format**

The Printed Sheets shall have the following written area and margins

Left Margin 1.5 cm

Right Margin 1 cm

**Type Setting, Text Processing**

The standard font shall be Times New Roman of 12 pts with 1.5 line spacing.

The Section and Sub­Section titles along with their numbers in 5 and 4mm (16 and 14pt) fonts, respectively, in bold face shall be flushed to the left (not centered) with 15 mm space above and below these lines.

**Paragraph Format**

Vertical space between paragraphs shall be about 1.5 line spacing.

Paragraphs must be justified.(Ctrl+J)