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Human Resource Automation

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Abstract

As the business world evolves we look for improved efficiency in all departments. There are no services that were efficient 10 years ago than they are today. Productivity is bound to increase with time. And when you add automation in the mix, it doesn't take much time for the productivity to skyrocket.

That's what we are discussing today. We'll see how the Human resource department is important for an organization. How the automation of different tasks could help you save time, money and resources.

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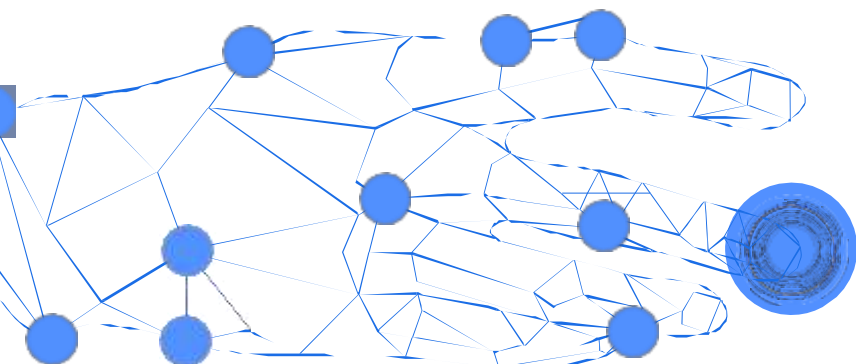
Why HR Efficiency Matters

Human resource keeps the machine well-oiled.

The importance of HR is over-looked in day to day workplace activities. But without the intervention of HR's these experiences can never be smooth.

Here are a few key reasons why an HR intervention is important

- HR monitors the culture of an organization
- HR leads the talent management process. It is through the help of human resource you identify the right talent in the organization.
- HR hires new talent. Hiring is a crucial task and human resource makes sure you hire the right fit for your organization.
- HR is responsible for recommending and instituting strategies for people and the organization that further the attainment of the organization's strategic goals.

So as you may have understood how crucial an HR department is to an organization. If HR is performing efficiently, your organization perform efficiently. But at the end of the day, HR's are humans. They are prone to humanly mistakes, errors and miscalculation.

But these human mistakes can cause the company to lose out on important relationships and not to mention the waste of time, money and efforts.

Hence to make the HR department efficient and less prone to errors, we need to provide them with tools to handle things efficiently.

That's where intelligent integration and automation comes in.

There are so many applications an HR has to deal with. Each application has its own limitations and rules it follows. It's very natural to miss out on things at times. And when we add 100's of employees operating these multiple applications, the complexity only goes deeper.

But what if we could automate the interaction of these applications?

So an HR instead of managing every application individually can easily automate the repetitive tasks. It surely saves time, money and resources.

That's what sapper does.

We automate your Human Resource Application interactions
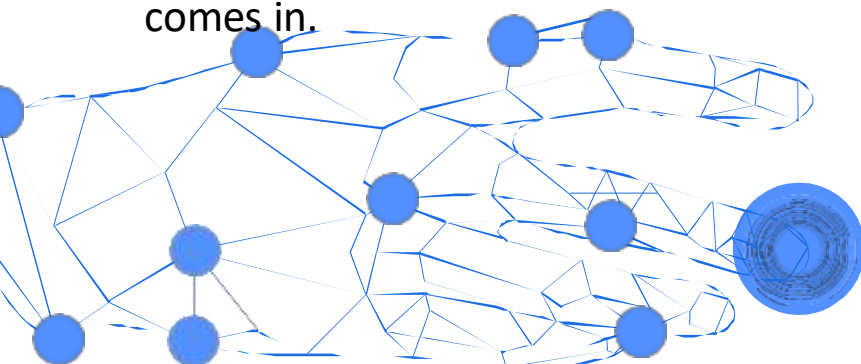
Reducing Efforts and Time

Human resource involves too many processes and application to perform. Based on our research we have identified the key areas where we could help automate the tasks. These key area automation itself can save up to 60% of your Human resource's efforts and time.

Let's see how these tasks are automated.

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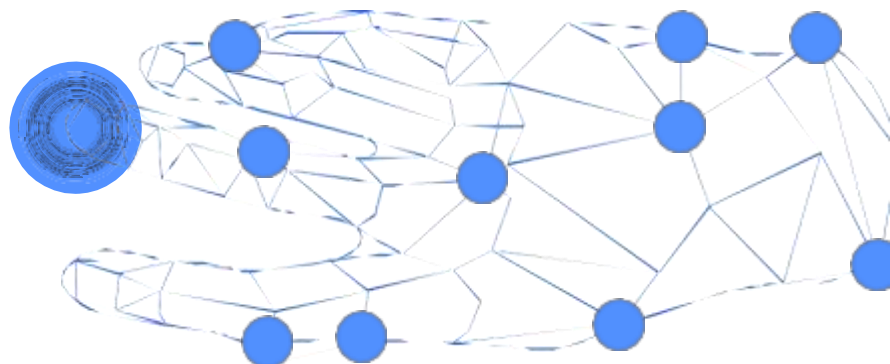
Tasks That Should be Automated

Make the onboarding process smart, smooth and swift..

1 .Employee Onboarding:

Your employee journey starts with the employee getting on boarded into your organization. It also involves setting up complex applications and providing various access to the new employee. Payroll, IT, HR, service management and many more.

With our intelligent integration and automation, you can automate these interactions and make the onboarding process smooth and transparent.

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Set up their emails, learning management system, leave management system, etc. These applications are scattered all over the place. With Sapper, you can automate the interaction between two applications and makes your process smooth and less time-consuming.

So instead of manually doing all the tasks, your Human resource team could use the automation and speed up the process.

This basically frees up your HR's to focus on more strategic planning instead of manual, time-consuming tasks.

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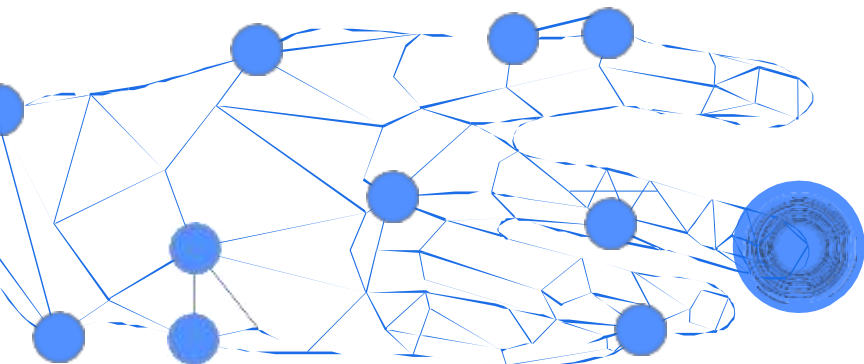
Explicate the long Off boarding tasks


Automate Employee Off boarding

Employee Off boarding is a tedious task. It's your last chance to make a and keep a good relationship with your employee. So providing an overall good experience is essential. Also, as an employee, they have access to certain privileges and applications which gets revoked once the employee is terminated. As an HR, it's your responsibility to discontinue those privileges. Failing to do that may result in dire consequences.

With automation, you could control and automate these tasks. A piece of employee information exists in various application, so with automation, you could revoke this information with few clicks.

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Tasks like access removal, payment and benefit settlement, exit interviews are important and cannot be missed.

With automation, you streamline these activities. Overtime an employee is added to various systems including communications, file sharing, SaaS application learning management system etc. Removal of access can be tedious and not removing it may open you up for liabilities. Automation can make sure that nothing was missed during the process.

Similarly with payroll and benefit settlement. You can automate the interaction of these tasks and save yourself from the tedious process of cross-checking every little detail. It helps you update with the security notification at important milestones.

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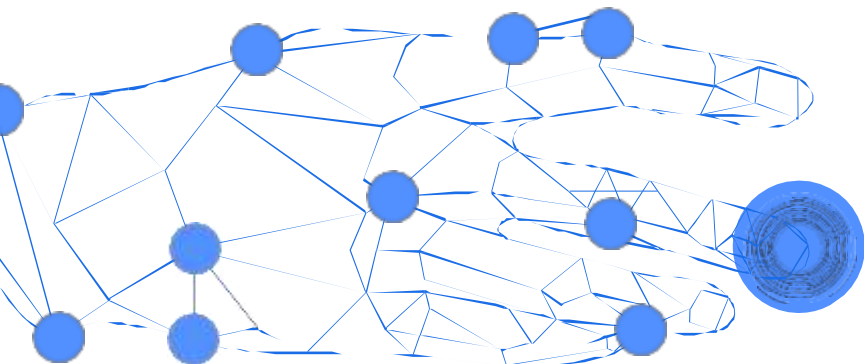
# Let's team up and start working !

Hiring Automation

Adding new players to the team is an exciting and important process. You need to make sure you hire the right talent who will go on to serve your company productively.

What if you could hire the best talent at minimum cost and time. That's what intelligent integration and automation does. It automates the interaction of the hiring application tasks such as job portals, scheduling interviews, candidate assessment and sending offer letters. This helps you create a hiring process with greater efficiency.

You can automate your application and assessment management making the user experience great for both the candidate and the hiring manager.

 Contacting the candidates, scheduling interviews, assigning tasks everything is done through different applications. You can automate the collaboration of these different applications and save a ton of time. Even with the assessment of the employee, you can use automation to filter out unfit candidates from a pile of applications and increase hiring efficiency.

You can even automate the external communication application and notify important updates to your candidate. Even automating internal communication and notifying the management about the candidate before making a final offer is crucial and can be done easily.
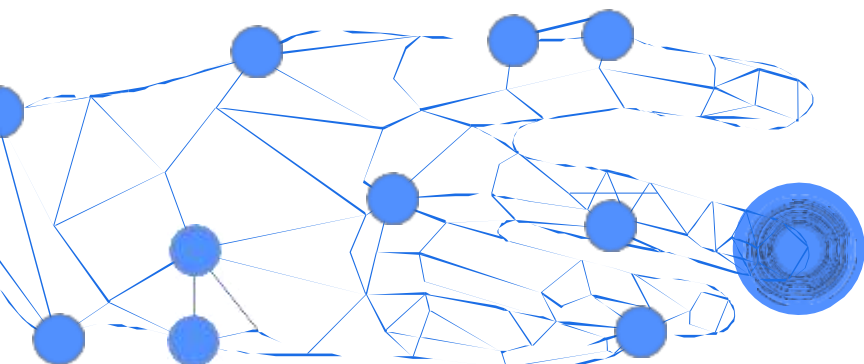
Enhance skills with effortless learning
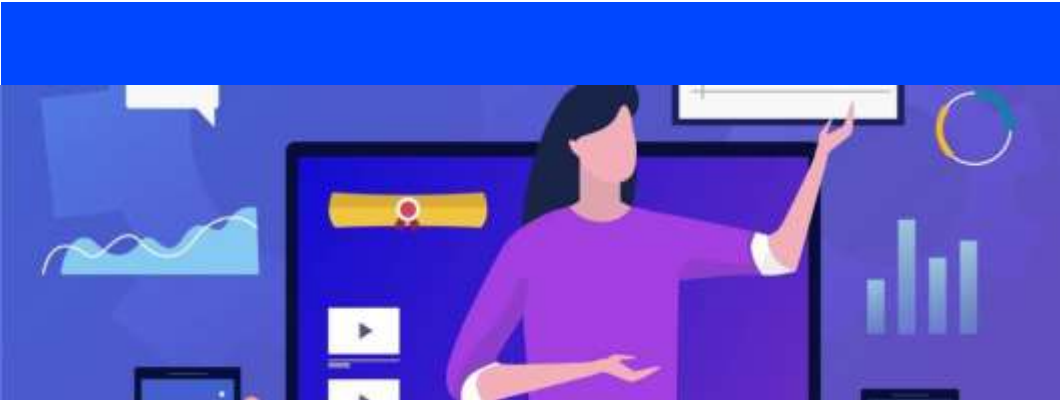

Automate Employee Learning Pathways

Productivity and growth of an employee are looked at by the human resource department. Many organizations are serious about this particular part. Hence when a new employee is on boarded, they are given access to a series of training modules based on the position they held.

As the employee progresses the allocation and keeping track of courses can get tedious. With automation, you can automate these tasks. It eases the complexity and gives your employee easy learning applications.

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Automate the interactions between different pathways, check course completion and employee's involvement in learning new things. With hundred's of employees, it gets difficult for an HR to keep track, with automation it becomes smooth and streamlined.

You can even boost collaborative learning through automation. Imagine dozen's of employees want to share documents, review a course or share their progress, this gets difficult if the learning process is fragmented. With Sapper, you can automate these interactions and boost team efforts and collaboration.
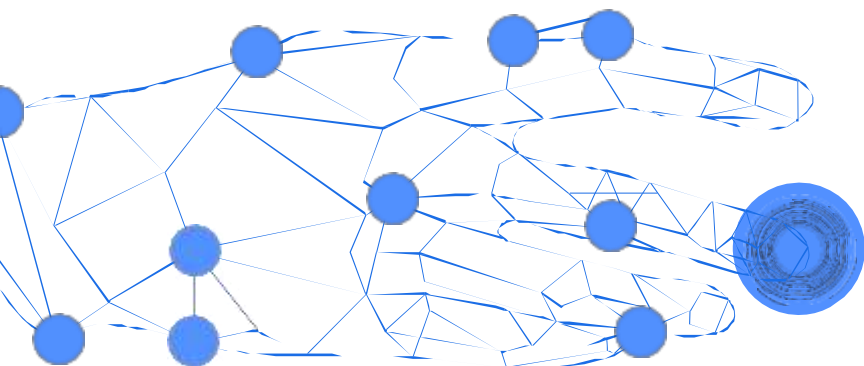
Advantage of Application Automation

Benefits of automating your Human Resource Department

- Frees up your time from menial tasks and help you focus on strategic initiatives

- Helps you save cost, time and resources

- Provides a good user experience to your employees and the people interacting with the human resource department

- Helps you keep track of important milestones

- Free you up from any possible liabilities

- Save complexity generally associated with managing different applications

- Helps you streamline your hiring procedure

- Hire the best talent for your organization

- Overall provide a good user experience.

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Summary

Human resource management is an important part of any organization. They are a department which interacts with almost everyone in the company. With automating their repetitive and manual tasks you can ease the communication between the departments.

Free up your time for more focused activities. Intelligent Integration and Automation is here to save time, money resources.

It is given that many organizations in near future are going to opt for automation. The more early you adopt, the easier it will get for the organizations to improve efficiency.

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Sapper deals with automation tasks and helps various departments of an organization to perform efficiently. We help you automate different tasks involved in a process and increase efficiency.

Our aim is to make the Human resource department superior in their performance.

For more information, you can visit us at www.sapper.ai
Or email us at info@sapper.ai

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