

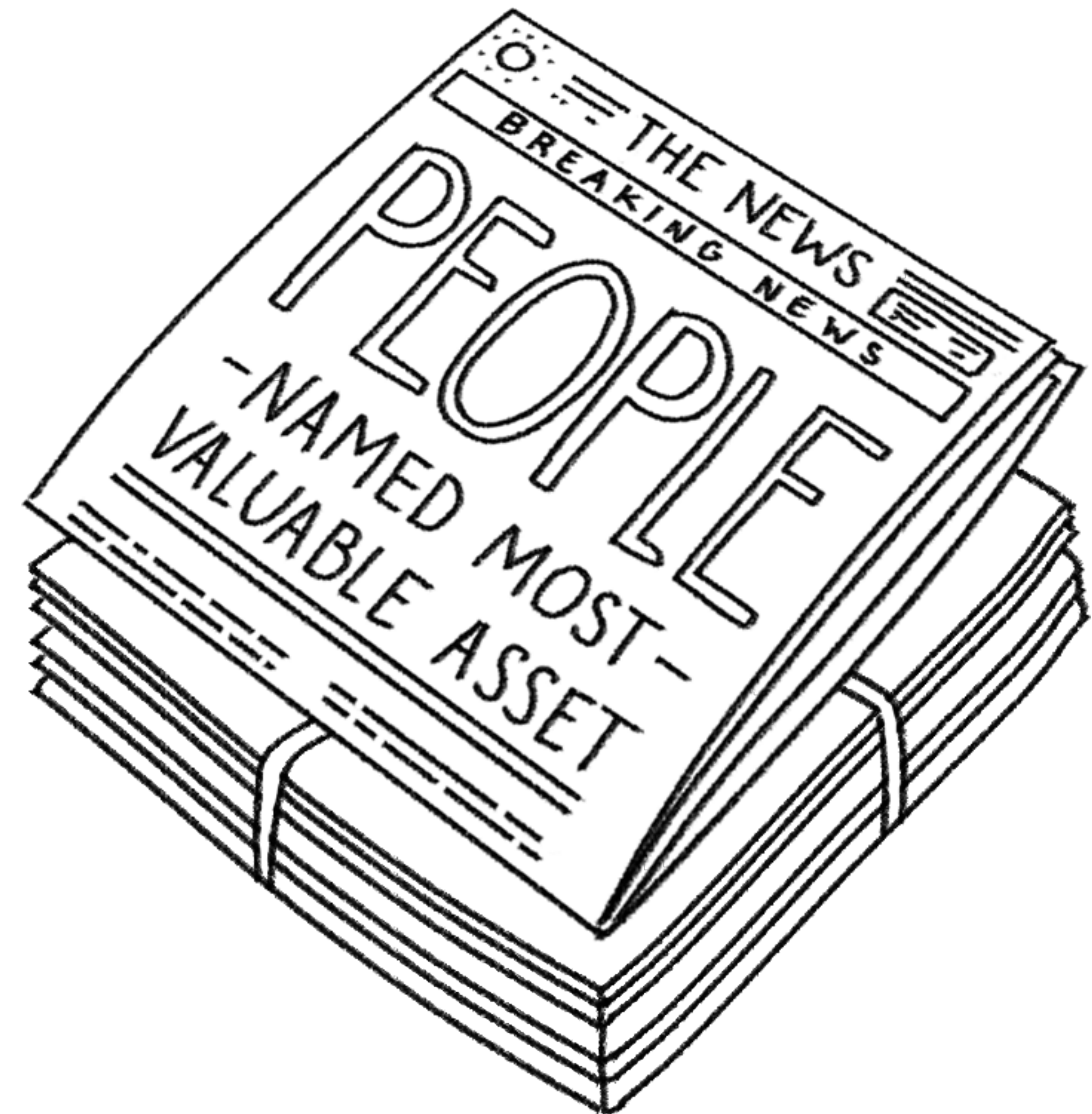
Automating HR



3 steps toward creating a more engaging world of work

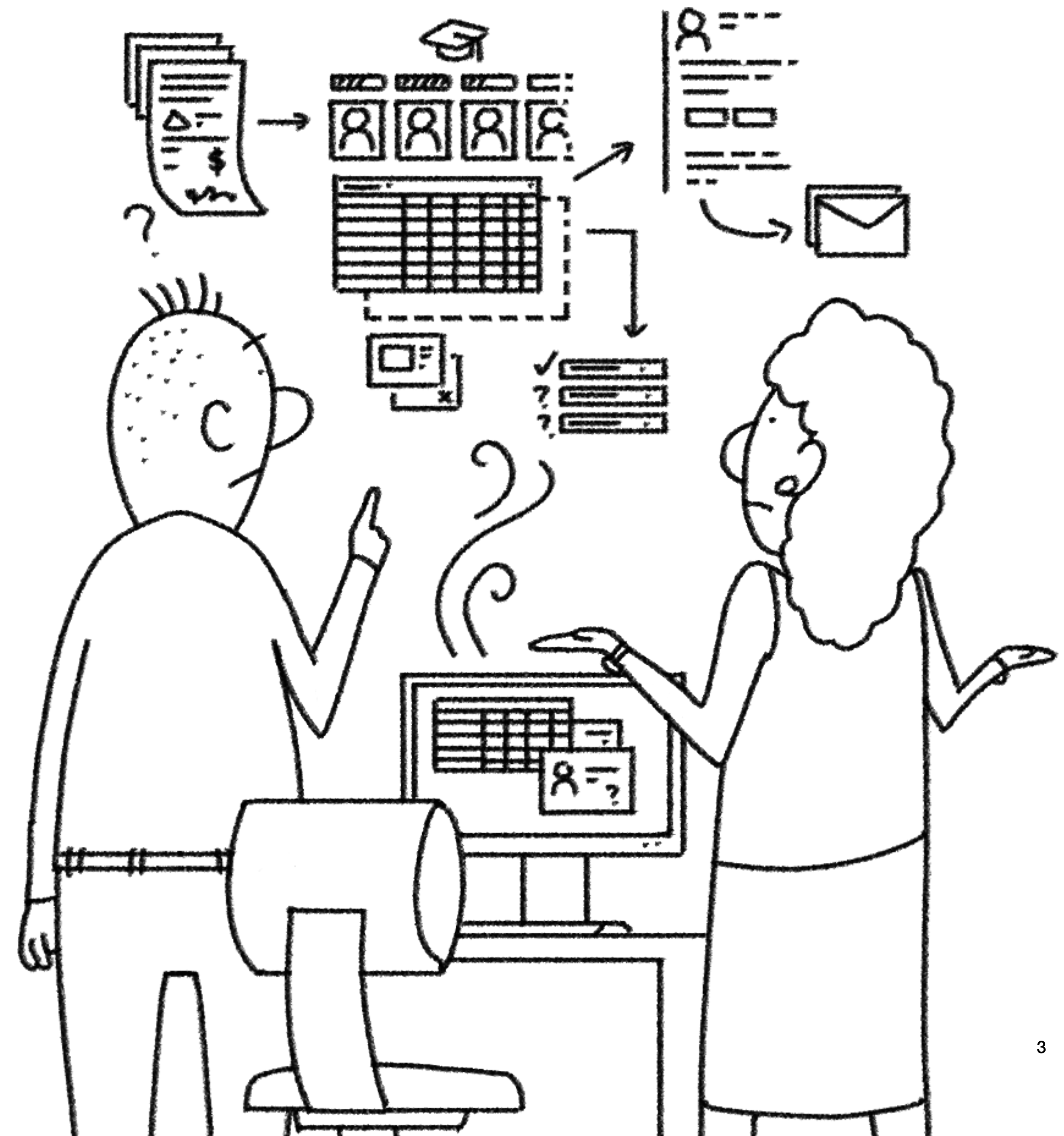
‘Our people are our most valuable asset.’

It’s a phrase you hear a lot. Maybe too much. It peppers executive speeches, annual reports, and splashy advertising campaigns. It’s a bona fide cliché. But it’s true. Just look at how competitive the talent market is.



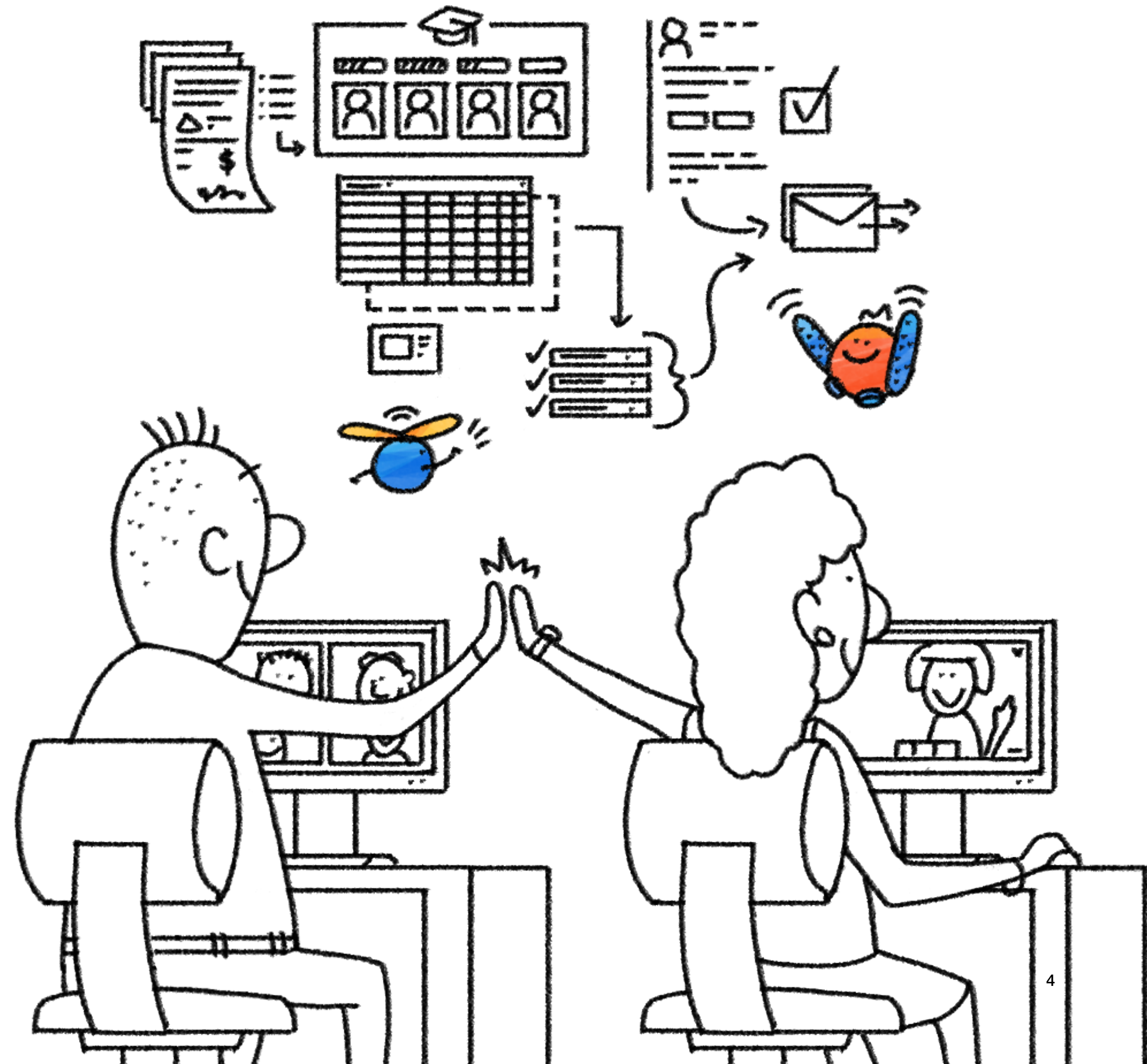
It's human resources' (HR's) job to find that asset, nurture it, and create a workplace where it can thrive. But doing that job has become more difficult.

HR departments are overwhelmed with processes and paperwork. They use different systems for payroll, benefits, learning management, applicant recruitment and tracking, and more. And those systems weren't designed to work together and share data. And that creates more work.



But here's the good news: automation can take over a lot of that work. It can free talent teams to focus on connecting with and supporting the people that make the business better.

So, **even though HR is a people-centric discipline, automation can make it more people-focused.** Keep reading for suggestions on how to leverage automation.



1. Talent acquisition: finding and recruiting the people who will make a difference

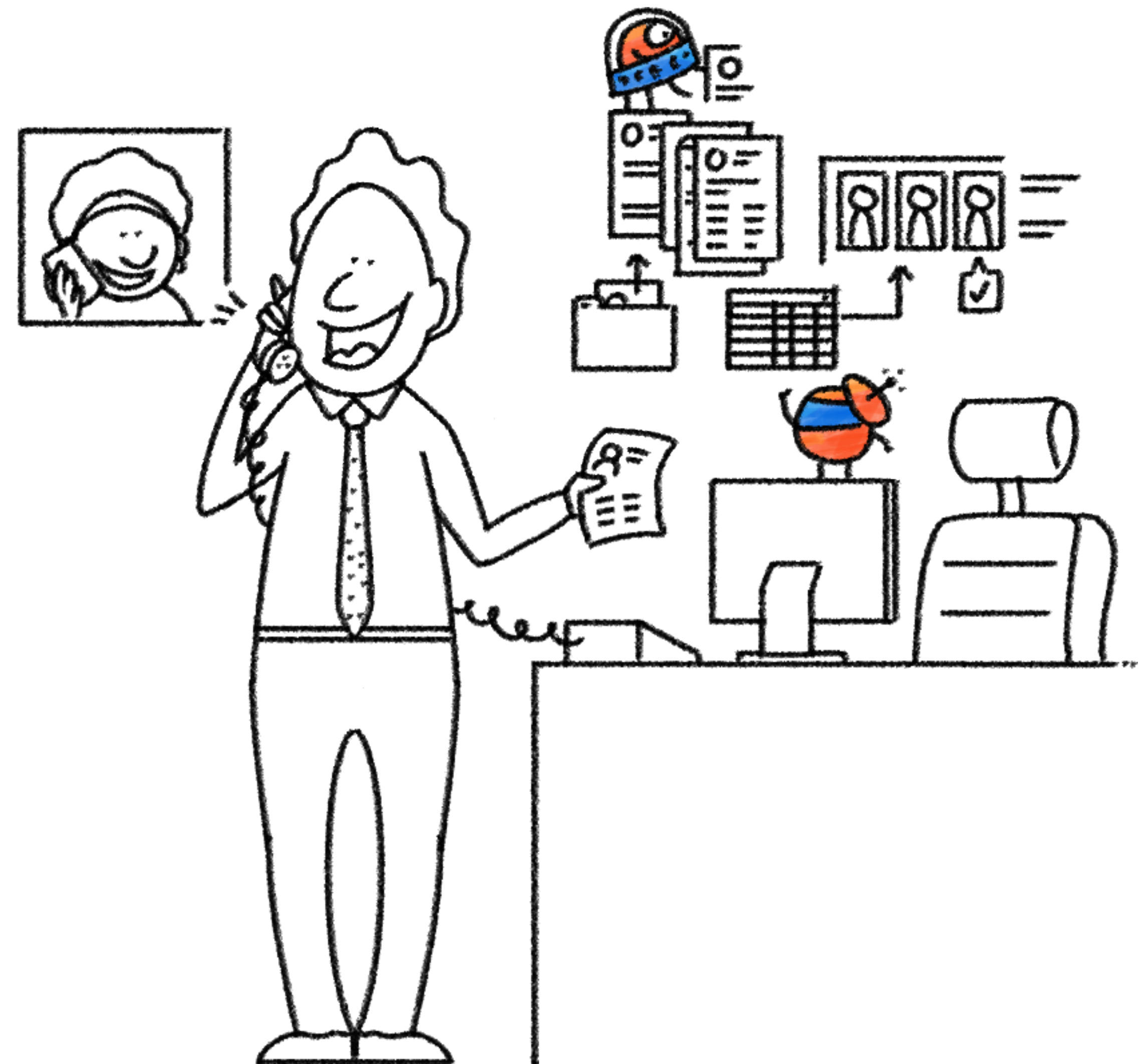
Talent. It's a precious commodity that's in high demand. And HR professionals know that there's a finite supply. **It's important to connect with a pool of qualified potential candidates, zero in on the right ones, and make the recruitment process smooth and seamless.** After all, the candidate experience is the first step in the employee experience. You want to send the right message, right from the start.



Automation can help you make a great first impression with candidates. Just as important, it can help you find the right candidates faster.

Automation can help you post job openings and track interest. **Software robots can help you sort through a deluge of résumés and CVs to find the right candidates with the right skills.**

And automation can help you establish two-way channels of communication to keep candidates informed and engaged throughout the recruitment and hiring processes, so they feel recognized and respected.



Talent acquisition: Automation targets for fast ROI

 Job advertising

 Sourcing and sorting CVs/résumés

 Data collection

 Interview scheduling

 Answering candidate FAQs

 Feedback survey generation and analysis



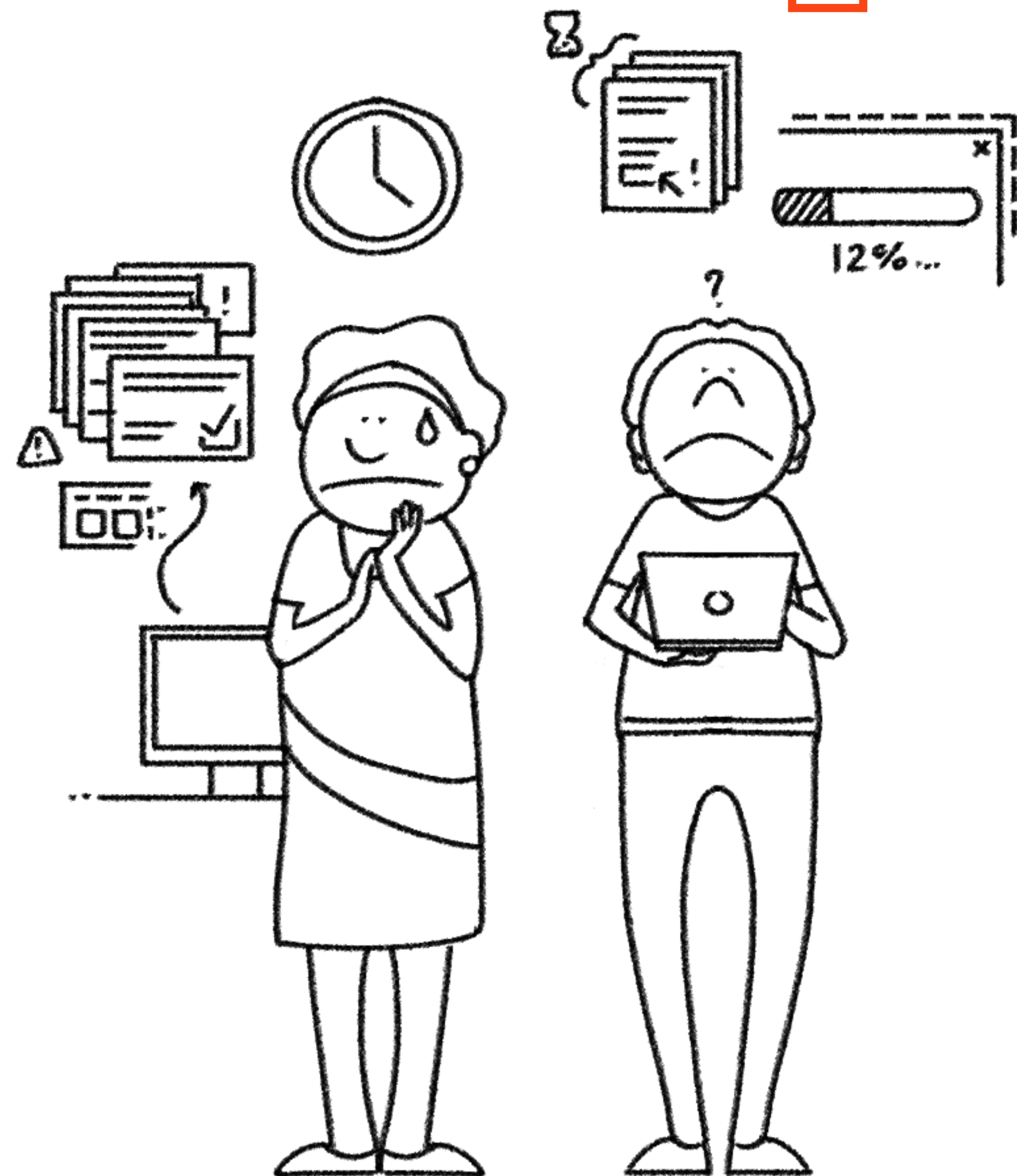
2. HR ops: making the day-to-day run smoother

A workforce isn't a static thing. It's always changing and evolving. **New people are always starting, others are moving on.** Some are permanent longtime employees, others are temporary. People are gaining new skills, moving up the career ladder, and changing locations.



Each of those changes creates work for talent teams. **Every day, HR teams have information to collect, regulations to comply with, systems to update, and reports to complete.**

It's a lot of work—but it helps the business make the smartest use of its employees' skills and expertise. And it helps decision-makers understand how its workforce changes and what it needs to thrive.



Automation can do the work of inputting data, collecting and completing documentation, managing contracts and compliance, and communicating updates. **Automation can keep HR ops functioning smoothly, and that frees the talent team to focus on big-picture areas like strategy, culture, and policy.**

The better HR runs behind the scenes, the better the business runs. And that's good for talent teams, employees, and customers.



HR ops: areas to automate for big impact

 Onboarding

 Offboarding

 Contingent workforce

 Recurrent operational activities

 Global mobility

 Employee contractual updates



3. Compensation and benefits: delivering on employer commitments

What draws people to a workplace? What makes them choose one employer over another?

It's true that today's employees value work-life balance, company culture, and career advancement. They all factor into a candidate's decision. But **compensation and benefits will always rank near the top of a candidates' list for choosing one opportunity over another.**



With automation, you can streamline the process of making payroll changes and updating dedicated systems. Software robots can enroll employees in benefits programs and track utilization. **Automation can even help you source and analyze salary benchmarking data, so you know that you're offering competitive compensation.**

There's no more important job for an employer than ensuring employees get paid and can access their benefits. Automation makes it easier to do those jobs with greater efficiency and fewer mistakes.



Compensation and benefits: processes ready for automation transformation

 Payroll and compensation

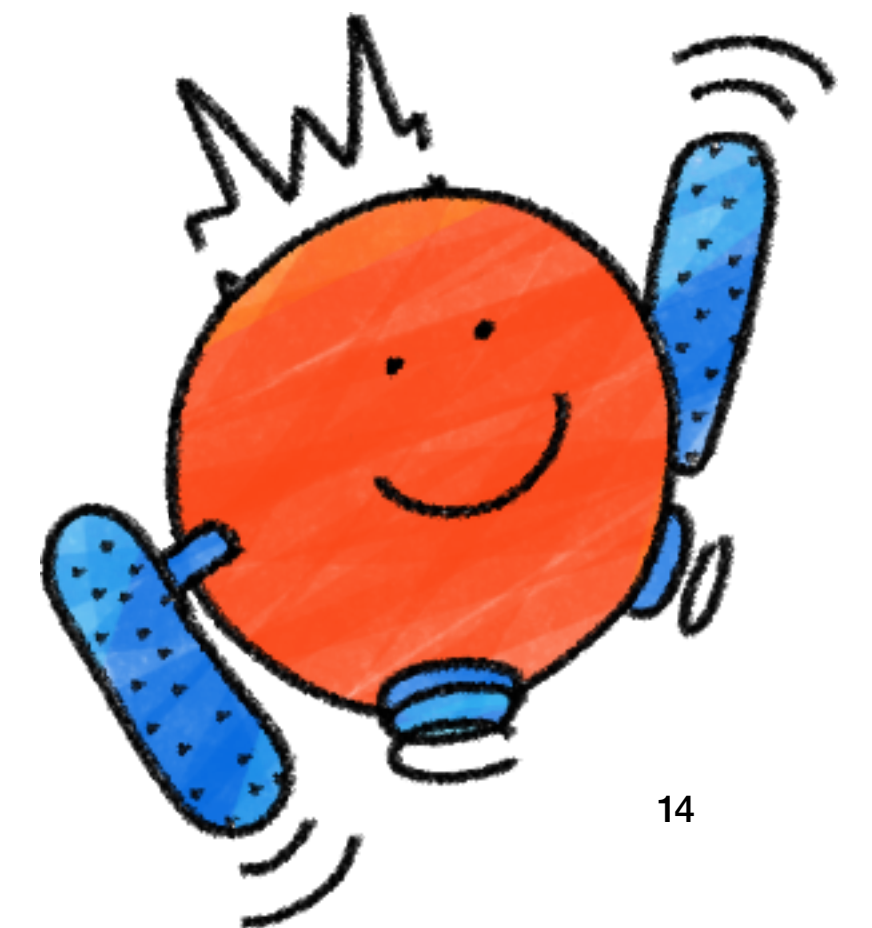
 Benefits management

 Rewards

 Analytical support

 Benchmarking

 Equity



Get ready for HR's automated future

Work isn't just something we do to put food on the table and a roof over our heads. It can also help us find purpose. It's where we build lasting friendships. It can help us stretch our talents and strive to be more. It helps us keep growing.

That's why the work the talent team does is so important. It's the team's role to make going to work more than going to a job. And **automation can help HR stay true to its mission by taking repetitive, rules-based work off the to-do list so talent teams can stay focused on what matters.**

Ready to get started?

Visit uipath.com.



HR by the numbers

HR spend **25%** more time recruiting in 2022.

Source: McLean & Company, *McLean & Company Reveals the HR Trends for 2022*, Dec. 2021

51% of HR managers primarily use manual, multi-step Excel and paper-based processes to deliver services.

Source: Axelos, *Recruiting & retaining top talent remains biggest HR challenge*, Sept. 2018

CUSTOMER RESULTS

SAP

- Automated Processes: New Hire, Transfer and Departure Processing
- 10x improvement in processing speed
- 100% accuracy achieved

