Onboarding: shaping the employee experience from the first instance

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The need for a seamless onboarding experience

Employee experience and retention should be considered from day one.

With global trends such as the Great Resignation still at large, it has never been more important to ensure you can not only find, but also onboard new talent as quickly and efficiently as possible.

Research shows a strong onboarding experience can improve employee retention by up to 82%.

With a reported 33% of employees also starting the hunt for a new job within their first six months in a role, it's crucial to ensure all the hard work you've put into finding the perfect candidate doesn't go to waste.

The most successful businesses have a thoughtful, well-planned onboarding strategy. One that leverages technology to remove paperwork, build customised experiences and automate the entire process.

Thankfully, Roubler's all-in-one workforce management software provides businesses with just that.

Customised workflows
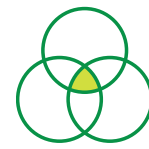
End-to-end automation

Live progress tracking

Quicker and more efficient

Challenge 1: Legacy systems and processes

Speed, efficiency and accuracy should be key considerations when managers are looking to onboard new employees.

Unfortunately, many still onboard new employees using dated systems, numerous emails, or worse, rely on receiving physical copies of paperwork.

All too frequently, this results in the hiring manager having to chase for additional, missed or incorrect information.

As a result, the first impression your company is making to the new employee is lacklustre and the hiring manager is burdened with additional pressure.

Challenge 2: Compliance data that doesn't sync

It's a common misconception that compliance starts at payroll. In truth, it starts at onboarding, if not before.

Onboarding is your first (and best) chance of recording crucial employee data that will form the backbone of your business and its ability to meet compliance obligations.

Despite this, many businesses rely on disparate systems and processes for different stages of the employee lifecycle.

This results in data being lost or not recognised at crucial points such as rostering or payroll. Blunders like this can easily result in compliance breaches.

Challenge 3: One size fits all approach

Different roles require different qualifications, skills and certifications.

Similarly, different locations require different licences, have different rules and different policies they may wish to make new employees aware of.

Yet, when onboarding, many businesses use the same workflow for all employees, regardless of their role or location.

This 'one size fits all' approach can lead to vital information being missed or lost, compliance issues forming later on, and more generally, a confused employee experience.

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Creating efficient onboarding practices for a great employee experience

End-to-end automation

Roubler's employee onboarding software automates the employee onboarding process without the need for paperwork or manual data entry. Thanks to our all-in-one workforce management system, all data flows seamlessly to rostering, time and attendance, payroll and beyond.

Compliance embedded from day one

With Roubler, compliance doesn't just begin with payroll, it's best practice embedded throughout your business. During onboarding, managers can mandate that new employees in certain positions or locations supply specific documentation or qualifications. These requirements synchronise through to the roster process and will block any employee from working a shift unless they meet the requirements. As a result, it helps you avoid instances of non-compliance from day one.

Multiple and custom workflows

One size doesnt fit all when it comes to onboarding new employees. Roubler recognises that businesses can operate over different locations and different positions may have different requirements. That's why we enable you to create as many different workflows as your require which are all completely customisable to your employees' needs.

Live progress tracking

We understand how important it is to get your employees up and running as smoothly, and as quickly as possible. Roubler's onboarding function has live progress tracking, so you can monitor your new employees progress, recognise if they are stalling and jump in to help them where possible.

Customised training for employees

With Roubler, you can incorporate employee induction training into onboarding, to help new hires prepare for their role. You can build out a training program that includes video content, documents, and other course content to ensure employees complete the necessary training before their first shift.

Data integrity risks eliminated

With no need for manual data entry or messy integrations, Roubler eliminates the risks associated with poor information integrity. Having one source of truth for all workforce-related information provides crucial clarity and ensures data is error-free. Being an all-in-one solution, Roubler ensures this data flows through every aspect of the employee lifecycle, from the time an employee is onboarded to when they are rostered, and eventually through to payroll and beyond.

One seamless system. Business-wide impact.

Roubler enables business-wide efficiencies by bringing together everything you need
to recruit, onboard, schedule, manage and pay your staff in one seamless system.

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Roubler + Guzman y Gomez success story

Guzman y Gomez (GyG) Singapore needed a flexible all-in-one workforce management system to help them scale.

As their workforce needs have grown in complexity, weaving technology into the fabric of their business has been essential in their ability to scale.

Roubler has worked with them every step of the way, providing all-in-one workforce management software with the ultimate visibility and control.

When every 15 minute increment counts, Roubler provides the GyG team with the data visibility they need to run their business at the highest possible levels of efficiency.

Roubler's labour efficiency feature enables them to measure costs vs sales and optimise accordingly, while the powerful rostering tools provides hour-by-hour cost breakdowns.

Labour laws in Singapore are complex, with strict regulations around foreign manpower quotas and CPF compliance.

The GyG team needed a software provider with built-in compliance specific to local requirements, to help them meet their obligations.

With Roubler, much of the work associated with compliance is automated. This ensures GyG leadership and managers can focus on creating other efficiency gains, while having peace of mind that compliance requirements are met.

Roubler has also helped ensure staff can access the information they need to do their job, and the mobile app has been well-received by employees.

The intuitive and user-friendly interface provides a convenient way for staff to view upcoming shifts as soon as they are published, as well as ensuring they have access to pay slips, availability and policies.

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All-in-one workforce management

Roubler is a unique workforce management solution trusted by businesses all over the world including IGA (HG Retail), Estee Lauder, WHSmith and MAC.

We'll help you to recruit, onboard, schedule, manage and pay your staff, all while providing data clarity and real-time analytics across every aspect of your workforce.

We bring you true peace of mind, knowing that Roubler's always-on compliance and risk management tools are with you every step of the way.

By harnessing the latest AI, machine learning and automation we are providing a new depth of insight and intelligence, and shaping the workforces of tomorrow.

Want to find out more?

Call us on +65 3163 6786
or email info@roubler.com

Recruit

Find and attract the very best talent to join your team.

Onboard

Automate employee onboarding and go paperless.

Roster

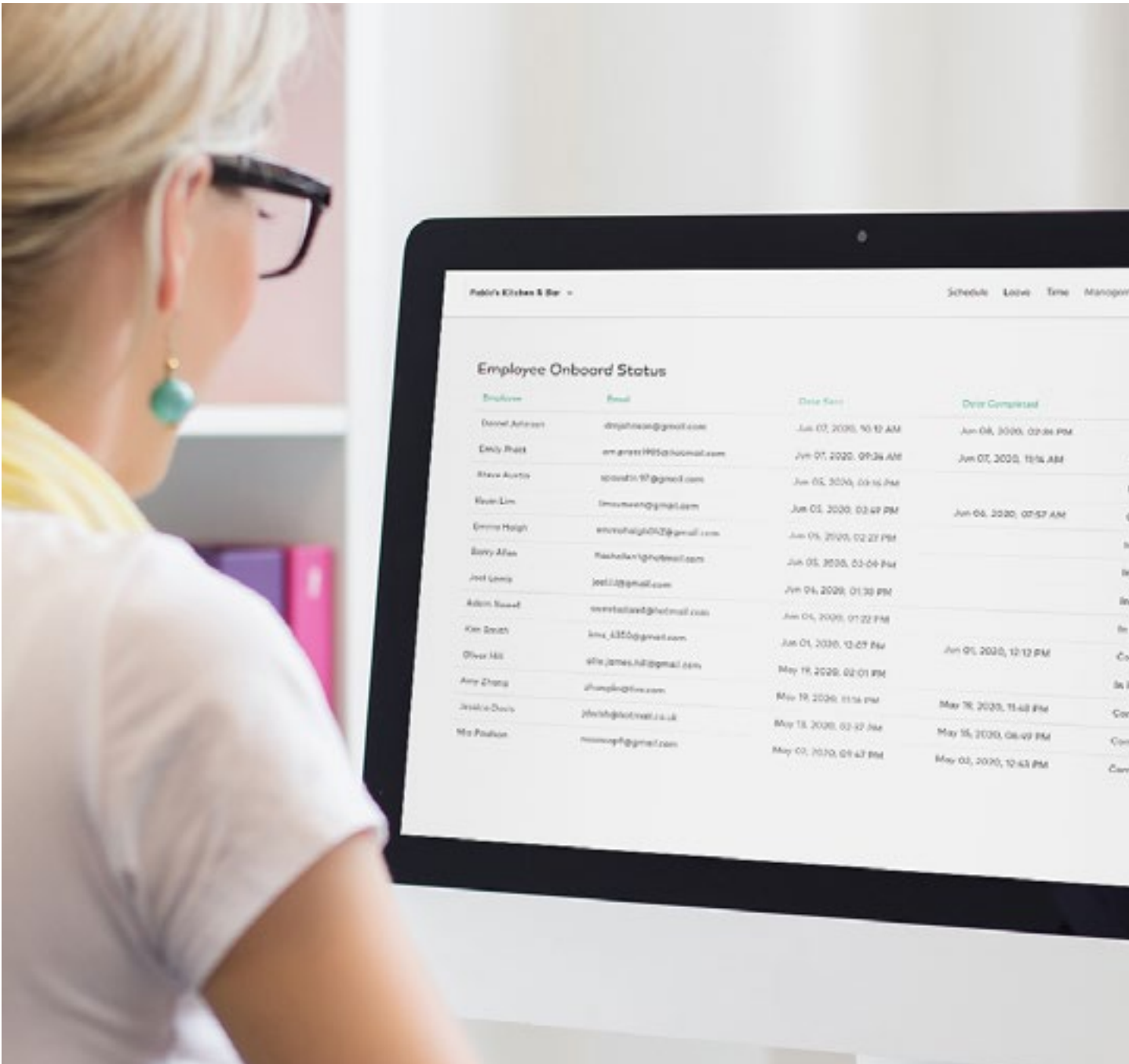Create efficient rosters with a single click.

Manage

Manage employees seamlessly at every stage.

Pay

Enjoy peace of mind with built-in compliance.

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Find out more

Want to learn more about
creating cost efficiencies?

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