Newgen's Hire-to-Retire Solution for Employee Lifecycle Management

Leveraging AI/ML and low code to transform HR strategies, optimize operations, and enhance employee experiences

Imperatives for HR Transformation

An employee's journey with an organization is all about the experiences they encounter—from hiring and training to engagement and evaluation. Staggering, disconnected, or outdated HR processes can disengage employees, impacting their retention and performance.

To stay competitive, enterprises need a comprehensive AI-driven automation platform that can create a structured, intelligent employee journey—from onboarding to offboarding.

Key Challenges Faced by HR Departments

- **Workforce Complexity:** HR managers find it difficult to manage different governance policies for full-time employees, contractual workers, and external consultants under a single system

- **Lack of Automation:** Lack of automation makes attendance-tracking and remote work approvals cumbersome. The rise of hybrid culture and flexible timings for people working with multinational teams further add to this challenge

- **High Attrition Rate:** Recruiters struggle to engage with employees and design reward systems, resulting in attrition

- **Lack of Personalization:** One-size-fits-all learning programs fail to cater to individual career aspirations and limit growth opportunities

- **Compliance Risks:** Changing labor laws and tax regulations make compliance a challenge

- **Slow Decision-making:** Inaccessibility to real-time insights makes it difficult to find the right talent and address workforce challenges quickly

Transform Your HR Operations with Newgen's Hire-to-Retire Solution

Newgen's customized Hire-to-Retire Solution, built on the advanced **Intelligent Process Automation (BPM)** platform, simplifies people management and ensures a seamless experience at every stage of the employee lifecycle. Powered by AI/ML and Agentic AI, the unified low-code platform enables end-to-end automation for every HR process, from hiring to retirement.

Streamlining HR Workflows with Low Code

Drag-and-drop Workflow Builder: Design custom HR workflows in minutes

Seamless System Integration: Connect effortlessly with existing HRMS, payroll systems, and compliance software
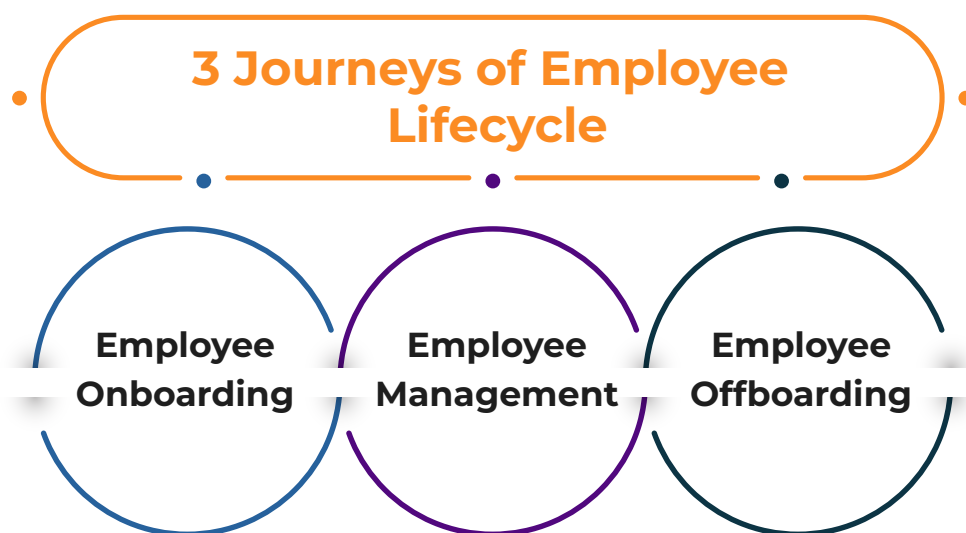
Pre-built AI Agents: Utilize ready-to-use AI bots to automate mundane tasks

Newgen was recognized as a Niche Player in the 2024 Gartner® Magic Quadrant™ for Enterprise Low-code Application Platforms (LCAP) for the fifth consecutive year.

AI-enabled Employee Lifecycle Journeys Under Newgen's Hire-to-Retire Solution

Newgen offers a configurable solution for every stage of the employee lifecycle that leads to higher ROI. With Newgen's scalable solution, you can manage the growing workforce efficiently and enhance retention levels. Streamline the recruitment and onboarding processes, enable smooth transitions, and simplify day-to-day operations while maintaining high employee satisfaction.

3 Journeys of Employee Lifecycle

Employee Onboarding

Employee Management

Employee Offboarding

Employee Onboarding

AI-driven Job Posting: Draft bias-free job descriptions and post across multiple platforms to maximize visibility

Intelligent Resume Screening: Automatically match resumes with job requirements using smart filters

Smart Interview Analysis: Analyze interview conversations to identify whether the candidate is a good fit for the position

Tailored Training Plans: Recommend relevant training modules based on employees' skills and job requirements to help them get started with the right knowledge

Employee Management

Automated Attendance System: Track day-to-day attendance, flag anomalies, and automate leave approvals and hybrid requests

Goal-driven Performance Monitoring: Set and monitor goals for each employee based on data-driven insights

Personalized Learning & Development: Build personalized learning paths for employees, ensuring timely and relevant upskilling

Error-free Payroll Processing: Automate salary calculations and disbursements to avoid payroll errors

Employee Offboarding

Attrition Analytics: Predict and address workforce gaps and take proactive retention measures

Automated Knowledge Transfer: Streamline documentation and training for smoother role transitions

Exit Interview Analysis: Analyze exit feedback to identify areas of improvement and take corrective action

Assisted Retirement Planning: Support employees with structured retirement benefits and financial guidance

Why Newgen?

With a rich experience of 30+ years in digital transformation, Newgen has a proven track record of empowering organizations to attain remarkable results with low-code automation. Our configurable solutions cater to global leaders in banking, financial services, insurance, healthcare, shared services, energy, and more.

Built on AI-led intelligent automation platform, Newgen's solution delivers the following benefits:

- **Reduced Operational Cost:** Eliminate manual errors and decrease administrative overhead through automated workflows. Minimize paper usage and turnaround time for improved savings

- **Enhanced Compliance:** Monitor changing labor laws and auto-update policies to avoid legal complications

- **Higher Productivity:** Boost the efficiency of HR teams by focusing on strategic initiatives instead of paperwork

- **Improved Decision-making:** Gain real-time insights from large datasets, enabling your team to anticipate trends and make proactive decisions

- **Value-added Experience:** Create personalized journeys for employees to elevate engagement, retention, and overall satisfaction

- **Scalability Beyond HR:** Automate processes across finance, operations, and compliance

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About Newgen

Newgen is a leading provider of an AI-enabled unified digital transformation platform with native process automation, content services, and communication management capabilities. Globally, successful enterprises rely on Newgen's industry-recognized, low-code application platform to develop and deploy complex, content-driven, and customer-engaging business applications on the cloud. From onboarding and service requests to lending and underwriting, and various other use cases across industries, Newgen unlocks simple with speed and agility.

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