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Employee Onboarding: A Playbook for Success

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INTRODUCTION

Why Employee Onboarding Matters for Your Organization

Did you know that 20% of employee turnover occurs in the first 45 days of a new job? Those first few weeks and months are crucial for employee retention, which is why a good employee onboarding experience is so critical. Imagine devoting valuable time and resources in a tight labor market to recruiting, interviewing, vetting, and hiring the talent your organization needs to achieve its strategic goals, only to lose that talent in less than two months and start back at zero. We're here to tell you there's a fast, flexible, and highly customizable way to improve the onboarding process.

But first, a definition: Employee onboarding is the **process of smoothing the transition from new hire to team member**. The immediate goals are to make new employees feel **welcome** and **acclimate** them to the organization's culture, get them **up and running** to be productive and engaged as quickly as possible, and — no less important — create an experience that will establish your company as a standard-bearing employer of choice. Doing so successfully will generate goodwill, increase retention, and ultimately create value in the form of employee productivity, loyalty, and retention.

In this ebook, we'll examine what a successful employee onboarding process looks like. Next, we'll set you up for success with critical do's and don'ts to follow when crafting your onboarding process. In Chapter 3, we'll show you how you can improve the new employee experience (and the experiences of your HR team and other employees) in just days instead of weeks or months. Chapter 4 will take a deep dive into the role of automation in tailoring experiences to individual employees. And we'll connect the dots in Chapter 5 when we discuss, well, connecting the dots between disparate software systems, multiple departments, and disjointed business processes.

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CHAPTER 1

The 4 Key Characteristics of a Successful Employee Onboarding Process

We know what employee onboarding is, but what makes it a great experience?
There are four essential ingredients of an engaging, successful process. As you review each one, ask yourself, **"Does this describe my company's onboarding program?"**
If you believe your program falls short, don't worry. We'll be offering actionable solutions later in the ebook.

1 Welcoming

First impressions are the most important, which is why you should make employee experience (EX) the foundation of your onboarding strategy.

Imagine a tech startup presenting a new programmer with a thick binder of forms to fill out and materials to read, or an organization that prides itself on its family-like culture offering up a generic employee web portal. In either case, the onboarding experience is disconnected from the brand. Instead, it should be your brand's best foot forward, engaging your new employee from the start.

On the practical side, a great onboarding experience should ensure that **new employees are introduced to their work environment** and coworkers as part of the process. Maybe it introduces the newcomer to the team and encourages welcoming emails, or facilitates scheduling a sit-down with the team leader.

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2 Tailored

Just as the onboarding experience should be an expression of your organization's brand and culture, it should also **be specific to the role your new employee will be taking on**. Every irrelevant, extraneous question or process on a generic screen leaves a negative impression of your employer brand. Every missing detail and wasted effort is a source of frustration for your new employee.

Imagine instead a process that is personalized to the employee and unique to their role. They're presented with relevant choices for benefits, equipment, training, and other options. They get the tools they need to do their job, and none that they don't.

A tailored experience is difficult to achieve at scale with off-the-shelf software or hastily cobbled-together portals. You need a solution that makes it easy to offer every employee a personalized experience that can be updated as needs evolve.

3 Effortless

Onboarding is a dynamic process involving multiple stakeholders, a complex workflow, and many organizational departments. The key to excellent onboarding is to **make this complexity invisible** to the employee as well as to the HR staff.

Great UX anticipates the needs of users, and great EX should do the same. Rather than leaving a new employee to hunt down the information they need, it should put them on a path to completing steps — from filling out tax forms to getting access to the network — in the order required without duplicating effort or directing them from one department to the next. It should answer their most pressing questions, and provide easy access to the people to ask should the answer not be readily available.

This ease should apply to the HR team as well. Onboarding typically involves a number of repetitive manual tasks: assembling and distributing forms to fill out and sign, arranging network and facility access, getting new employees set up with the right equipment, inputting data from paper forms, and setting up appointments. The more you streamline these tasks, the more time HR team members have to address the company's strategic needs.

4 Digital

Sure, you can accomplish some of these goals with a paper-based system, but not all of them. And certainly not easily.

There are a number of options when it comes to creating a digital employee onboarding experience. Many enterprise human capital management (HCM) systems include a generic onboarding module. Some point solutions can help with certain aspects of the process.
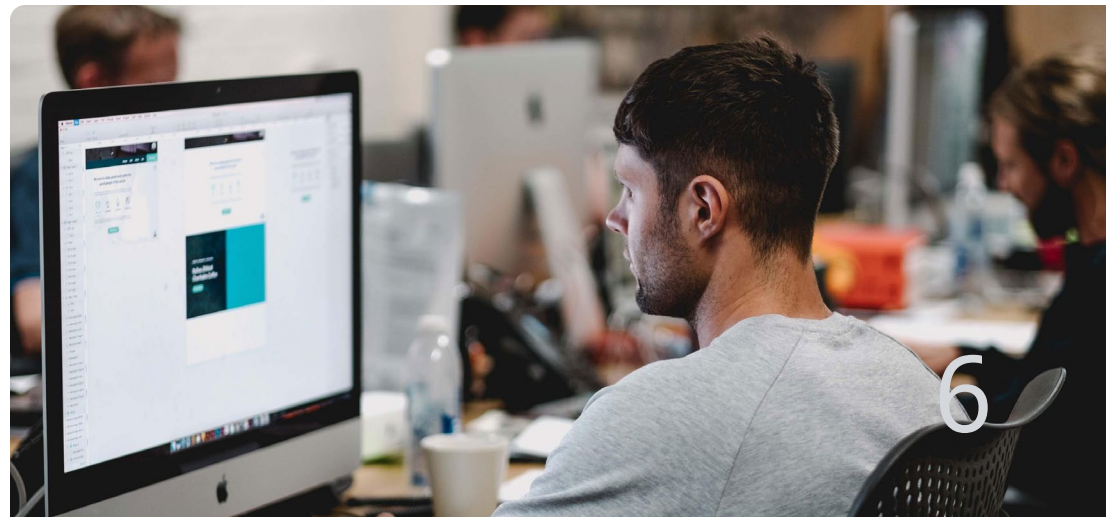
When these fail to achieve the desired results, organizations often turn to an **employee portal**, typically a browser screen filled with links to departments, databases, forms, and directories. None of these solutions provide the effortless tailored experience your employees crave.

Build for Employee Experience, Build for the Future

You could use traditional app development to create an engaging experience, but this is a slow, inflexible process that consumes a disproportionate level of financial and human resources.

Instead of being limited by legacy processes and tools, the best solution is a **modern development platform** offering a visual, model-driven approach so you can efficiently **create custom-built digital onboarding experiences that focus on people.**

As we'll discuss later in the ebook, OutSystems makes it much faster to create applications that guide new employees from their first days and weeks in the company to beyond, ensuring a quick ramp-up and facilitating employee productivity and retention.

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DO'S	DONT'S
Make employee experience the foundation of your onboarding strategy.	Settle for a generic experience.
Use automation to make onboarding intuitive and effortless.	Get stuck with manual or disconnected solutions.
Use a modern application development platform to build custom and cross-device experiences.	Rely on traditional app development.
Provide flexibility and adaptability.	Get burned by vendor lock-in.

CHAPTER 2

The Do's and Don'ts of a Successful Employee Onboarding Strategy

In addition to the challenging transformation of our daily lives, the COVID-19 pandemic has led to a seismic change in the employment market, which many experts speculate will become permanent.

Talented prospects are now choosier than ever, selecting employers that respect their time and abilities, meet their needs for a modern experience, and provide tools that make their work more efficient, productive, and pleasant. It's all about becoming an employer of choice known for offering an exceptional employee experience. As we've seen, onboarding is a critical stage in the employee lifecycle that can have a powerful impact on perception and retention. In fact, employee turnover can be as much as 50% in the first four months for hourly workers, and 50% in the first 18 months for senior hires. Onboarding represents your new employees' first introduction with your company, and a good experience can **increase employee retention** and **productivity**.

Case in point: Of employees who went through effective onboarding, 91% felt strong connectedness at work. It's essential, then, to get onboarding right. To retain new hires and win the race for talent, follow these dos and don'ts for developing an exceptional employee onboarding process.

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DO make EX the foundation of your onboarding strategy.

Industry experts point out that employee experience is the transformational paradigm that will take HR departments to their next stage of digital maturity. In his latest technology guide, leading HR industry researcher Josh Bersin states:

"The big shift in 2021 is something that has been coming for a long time: a focus on employee experience (EX). Employees don't have the time, interest, or attention span to log into an HR system [and] poke around looking for the right page...Ideally, this would be an easy-to-use app that just fits right into existing tools at work."

DON'T settle for a generic experience.

If your goal is to differentiate your company as an employer of choice, a generic onboarding process isn't the best option. Instead, create a unique, app-based onboarding experience that is consistent with your company's brand.

Be sure to leverage whatever helps your company stand apart from your competitors, with processes customized to your organization and your new hire's role. To achieve this, you need a modern app development approach that gives you pre-built components, out-of-the-box connectors to existing systems and external services, and user interface patterns so you can build engaging digital experiences faster.

DO use automation to make onboarding intuitive and effortless.

Employee onboarding can be time-consuming for employees, managers, and HR departments. The growing number of onboarding processes taking place virtually adds to the challenge.

From signing up for benefits, to setting up IT access, booking training, and even getting introduced to new co-workers, it's important to guide employees through their first days and weeks with an intuitive and personalized digital experience.

Behind an attractive, easy-to-use user interface should be sophisticated automation to orchestrate the many back-end processes and interdepartmental communications that need to happen.

DON'T get stuck with manual or disconnected solutions.

Typical onboarding experiences can range from a paper checklist to a component of an enterprise HCM solution to multiple single-service point solutions. None of these solves for managing complexity with a streamlined user experience.

Off-the-shelf solutions typically standardize HR tasks without considering the diverse nature of businesses, how people and departments interact, or the details of a specific role. Worse, employee onboarding often relies on multiple tools and disparate systems plus paper-based processes that do not comply with data management regulations. This leads to numerous disconnected databases lacking governance, presenting a significant burden to HR and hiring managers who need to complete manual and time-consuming tasks multiple times.

DO use a modern application development platform to build custom and cross-device digital onboarding experiences.

Look for one that leverages visual development to quickly create sophisticated, enterprise-grade applications that can help you avoid manual processes and interactions with disparate and/or generic systems.

Such a platform can help you quickly create applications that provide a single source of truth by making it easy to integrate multiple internal and external systems and automating processes for all stakeholders — new hires, their managers, and HR and hiring managers alike.

You can also build beautiful interfaces that match your company's brand and culture and seamlessly guide new hires from day one — all while ensuring compliance and governance of core HR data across every step of the process.

DON'T rely on traditional app development.

While you can build all of these things using traditional app development processes, this approach has proven to be very expensive and time-consuming. Most HR departments lack the budget and access to the skilled developers to implement these kinds of projects.

The other limitation of traditional app development is that it makes collaboration between IT and HR difficult, often leading to less than satisfactory outcomes.

DO provide flexibility and adaptability.

One huge advantage of working with a modern application development platform like OutSystems is that it provides the ability not only to tailor experiences, but also to quickly adapt to changing working conditions and regulatory requirements.

Unlike off-the-shelf solutions, a modern development platform lets businesses keep their onboarding journeys flexible for any scenario — virtual or in-person. With 100+ pre-built components covering common digital interaction patterns, OutSystems can give your organization iterative development speed that's unmatched by generic off-the-shelf solutions.

This allows businesses to quickly adapt to changing job requirements and regulations while supported by full application lifecycle automation and governance to ensure you don't create technical debt.

DON'T get burned by vendor lock-in.

Off-the-shelf solutions come in two flavors: 1) enterprise HCM solutions that relegate onboarding to a secondary functionality designed for the lowest common denominator across industry and business types, or 2) point solutions that take care of one or two steps, but not the entire onboarding journey.

The result of the former is a generic, incomplete experience that renders you indistinguishable from other companies and doesn't fulfill the promise of successfully onboarding your employees. The result of the latter is a disjointed and frustrating onboarding journey that doesn't make new employees feel engaged, valued, or connected to your company.

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Retain Talent with a Better Onboarding Experience

Employee onboarding is your *first* chance to show your new employees that your organization is worthy of their long-term investment. Why leave this critical process to generic or incomplete solutions?

With a modern application development platform like OutSystems, any company can quickly create intuitive employee onboarding experiences that bridge the gap between systems and processes, ensuring short ramp-up times and high employee retention.

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CHAPTER 3

How to Fix HR Inefficiencies in Days Instead of Months

In previous chapters, we looked at the criticality of the employee onboarding experience and the ways in which improving that experience can increase employee engagement and retention. But there's another major stakeholder group involved in new employee onboarding: HR professionals.

Your HR team also deserves streamlined processes that transform the way they do their work for the better. After all, business inefficiency isn't just a matter of lost productivity and higher costs (though it certainly is that). Inefficiency can also lead to missed deadlines, lost documentation, and compliance issues that create frustration and stress among HR staff. Improving HR efficiency means reducing your staff's manual work so they have more time for high-value tasks; providing a better view of where each process is along the path to completion; scaling in a way that doesn't simply multiply their workload; and significantly improving their own user experience. With the entire experience transformed, a company builds its most powerful assets: happy employees.

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5 Drivers of HR Inefficiencies

There are multiple causes of inefficiencies in HR organizations, but they all come down to five foundational drivers:

1

Lack of a proper, well-aligned tech stack due to generic enterprise systems that fail to provide sufficient functionality, personalization, and connectivity. This can lead to a proliferation of disconnected point solutions in an attempt to increase functionality and automation, but it only creates greater complexity.

2

Persistence of manual processes. Another way that HR teams try to get around the shortcomings of their current solutions is to fall back on spreadsheet- or even paper-based processes. It's easy to see where this goes off the rails: data entry errors, information that quickly becomes outdated, and the information that is locked in multiple separate files.

3

Recruitment challenges. In a highly competitive labor market, talent gravitates to digitally mature employers offering a unique, state-of-the-art experience. Inadequate technology or cumbersome processes don't just harm an employer's brand. They also make it difficult to keep up with recruiting demands on an enterprise scale.

4

Lack of alignment among relevant stakeholders. New employee onboarding, like many HR processes, involves multiple stakeholders across the organization, all of whom require relevant and timely information, not to mention reviews and approvals. Add to that the need to track all of these disparate workflows, and it's easy to see how HR professionals can become overwhelmed.

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Compliance challenges. The need to maintain strict regulatory compliance and proper governance of core HR data is complicated by the number of disparate systems holding this information. Worse still, non-compliance can be costly financially and reputationally.

3 Steps to Identify and Resolve HR Inefficiencies

The best way to make your HR organization more efficient is to relentlessly hunt down inefficient processes and resolve them with a fresh approach to application development.

1

Look for the telltale signs of inefficiency. There are plenty of red flags to alert you to inefficiency. Slow, tedious, and error-prone, manual processes are the enemy of HR efficiency. Worse still are those requiring spreadsheets or paper. Does your HR team routinely complain about a lack of organization? Do they wade through piles of paperwork or raw digital data to accomplish everyday tasks? Difficult-to-find data is a big time waster, not to mention a source of employee frustration. Finally, there's "process drift," which happens when the organization's processes continue long past their relevance.

2

Gather consensus — and ideas. The people in the best position to find better ways to work are the ones who have to do the work in the first place. Make sure that your HR team is involved in the process of finding solutions and streamlining processes, as well as the software development process. Active and close collaboration between departments and IT is not only possible with a modern application development platform, it is highly recommended.

3

Tailor technology to the need. Off-the-shelf HR applications, whether all-encompassing enterprise-grade HCM solutions or point solutions that solve for one or two functions, are designed to work for any organization. For that reason, they're often rigid, hard to customize, and they rarely provide an ideal user experience. HR organizations need custom applications that create a single, easy-to-use interface while integrating with the multiple systems of record required by modern businesses. But that presents its own challenges.

How a Modern App Development Platform Drives HR Efficiency

While custom applications are the best approach to improving HR efficiency, creating them with traditional development methods can be costly and time-consuming. With HR's rapid pace of change, this type of development introduces inefficiencies of its own. The solution is a modern application development platform that facilitates the rapid creation, deployment, and updating of HR applications. Here are just a few of the benefits:

- **Create a unifying layer across multiple systems and processes.** A modern application development platform provides connectors to any data source or application, including your legacy infrastructure and enterprise backbone, which can result in huge efficiencies and eliminate manual processes.

- **Modify or add functionality as needed.** A modern application development platform lets you make changes, upgrades, and add more features efficiently, without the complexity that can slow your applications and disappoint users. It can also reduce the accrual of technical debt with AI-powered automation, powerful data governance tools, and a multilayer "building block" application structure.

- **Reduce time to value.** Developers work with a straightforward drag-and-drop visual interface that breaks down business processes. Logic and data turn into modules that developers can combine and connect as needed. Development times fall from months to weeks with significantly shortened iterative update cycles.

- **Foster collaboration between developers and business users.** When business users can test-drive applications without relying on prototypes, this can significantly improve iterative feedback and testing by the business during build.

HR organizations must address increasing complexity while scaling their operations.
A modern application development platform can create a whole new level of collaboration between IT and the business, where incorporating feedback and making adjustments becomes a matter of hours instead of weeks. As a result, you'll achieve efficiencies and scale that will improve HR productivity and establish your business as an employer of choice.

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CHAPTER 4

Building Personalized Employee Onboarding Experiences Through Automation

We've discussed how critical it is that the employee onboarding process be personalized and effortless, and make new hires feel engaged and become productive quickly. But how can you hope to achieve these criteria at an enterprise scale?

The answer lies in automation. Automating onboarding tasks results in a 16% higher retention rate for new hires. And yet, 36% of companies have insufficient technology to automate and streamline their employee onboarding process. Many hope to achieve it by using off-the-shelf solutions — either components of enterprise human capital management (HCM) solutions or point solutions that handle one or two steps of the onboarding process. The results, however, typically fall short of business requirements and lead to a disjointed experience. In a modern, fully digitized enterprise, onboarding should be an automated, end-to-end journey that focuses on giving the employee an optimal experience and gets your company past the hurdles of siloed systems and manual processes.

Automating onboarding tasks results in a

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higher retention rate
for new hires

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How Automation Creates Personalized Experiences

Manually creating a personalized onboarding experience might be relatively simple in smaller companies that hire for a handful of positions and onboard a few new employees per week. But for large organizations that hire tens to hundreds of people each week for many different roles, manual processes are simply too time consuming and inefficient. Even straightforward tasks done repetitively — for example, manually filling in forms, uploading and signing documentation, arranging for IT equipment and access, and setting up meetings with new co-workers — drain valuable time and resources and ultimately lead to a poor, cumbersome experience that hinders time to productivity for the new employee. **Automation allows HR teams to create an onboarding journey that is tailored to the new employee's role and needs.** For HR managers, the process could be as simple as choosing a role to onboard from a menu, and further refining the journey and tasks with a series of pre-configured role-specific options.

A custom-built onboarding application can help automate processes by exchanging information and orchestrating tasks with the company's existing systems, such as HCM solutions, sending service tickets to the appropriate departments, routing documents for signature and approval, and automatically scheduling introductory meetings. **The more rote work is automated, the more the human element comes to the fore.** For example, your onboarding application might automatically remind team members to send a welcome email or nudge the new employee to take role-specific e-learning or classroom courses.

With a modern application development platform, you can quickly build delightful apps that guide employees through a personalized onboarding process from any of their devices. **Developers can leverage a library of pre-built UX/UI components to assemble interfaces for new hires to easily access their critical documentation, learning assignments, activities to complete, and more.** Instead of having to shape the onboarding process according to the requirements of an off-the-shelf enterprise solution, visual development helps your development team flip the script, creating an application that is perfectly tailored to your organization and its people, values, and culture.

How Automation Streamlines Onboarding Processes

Automation truly shines in its ability to make the onboarding process easier and more pleasant for employees and HR professionals alike. New employees work through a single user interface, proceeding along the onboarding journey in the appropriate order of steps. They don't have to open up multiple browser windows or applications to get the information and services they need. Rather, that complexity is handled automatically in the background. **Using a modern application development platform accelerates the process of building these behind-the-scenes automations, giving your development team the ability to connect to hundreds of different systems.** Creating these automated touchpoints and flows then can be repeated at scale to respond effortlessly to high volume recruiting and onboarding needs.

These same benefits accrue to HR professionals as well. For example, powering the onboarding journey using automations almost completely removes the burden of manual tasks for the HR manager and hiring manager, with journeys tailored to an employee's department, role, location, or other key criteria. Once an HR manager creates an onboarding journey for a specific employee, the system could alert the hiring manager to review and approve it, or simply use the application to quickly make any adjustments needed. **A modern application development platform can help your HR team break free from manual tasks and scattered data by unifying the onboarding experience in a single application that's fully integrated with any internal database or document repository.** The application can connect with multiple third-party services such as appointment scheduling or e-signature to automate scheduling introductions or requesting digital signatures, all while ensuring strict regulatory compliance. Not only does your HR team become free from manual tasks, but your company escapes the proliferation of spreadsheets and paper-based processes.

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How Automation Makes HR More Agile

Among the benefits of using a modern application development platform is the flexibility and agility it provides. Here, the value of automation is within the platform itself, by making development more efficient with built-in error detection and data governance and accelerating updates and modifications. This helps keep onboarding journeys flexible for any scenario — virtual or in person. **Instead of taking weeks or months to meet new regulatory requirements or adjust to shifts in the labor market, you can harness the speed of the OutSystems visual development platform with 100+ pre-built, customizable components covering common digital interaction patterns and respond quickly** — all with full application lifecycle support, from the development environment to test, and from test to production.

Automation can make the onboarding process more efficient, and agile, while also providing users with an experience that is welcoming, personalized, and effortless. Companies can build intuitive employee onboarding experiences that bridge the gap between systems and processes, ensuring short ramp-up times and enhancing high employee retention.

CHAPTER 5

Bridging the Gaps in Your HR Systems to Create a Seamless Onboarding Experience

Employee onboarding processes are time-consuming for new employees, hiring managers, and HR teams alike. They tend to rely on a myriad of applications and repetitive tasks such as filling forms, collecting and signing documents, and completing mandated e-learning courses, to name a few. This everyday friction of moving back and forth between tools is a drag on productivity and employee satisfaction. Worse, it can contribute to turnover: New hires who had a negative onboarding experience are twice as likely to look for new opportunities in the near future. By contrast, successful onboarding can increase an employee's discretionary effort by more than 20% and drive employee performance by up to 15%. The problem, however, is that employers are falling short, with 88% of employees saying their employer did a poor job with the onboarding process.

In order to recruit top talent, large HR organizations must provide highly differentiated experiences — and do so at scale. This requires bridging the gaps between systems, data, and people with a unifying layer that connects seamlessly with the company's tech stack, all in close collaboration with IT.

With a modern application development platform, your organization can build personalized digital onboarding experiences that give new hires a delightful experience and reduce ramp-up times. You can bring together different applications and systems onto a single pane of glass that provides employees with a set of clear, easy-to-navigate onboarding tasks. By tailoring the interface to individual roles, you ensure a personalized experience of to-do lists, employee statuses, pending approvals, and more — all the while guaranteeing end-to-end integrity and compliance of critical HR data.

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⊘ **Multiple Systems, Multiple Pain Points**

Digitally mature HR organizations typically suffer from a proliferation of systems supporting multiple processes, including employee onboarding. These systems often have a closed architecture, or simply weren't intended to exchange data with other software within the HR tech stack. Relying on multiple off-the-shelf solutions can lead to vendor lock-in with a closed package that is designed to suit numerous businesses in multiple industries, making these solutions difficult and costly to customize.

The result is a fractured onboarding experience, where new employees must navigate disparate systems, typically repeating data inputs throughout the onboarding journey. This is anything but a productive and rewarding experience, and it's largely due to the "one-size-fits-all" nature of these systems (whether they are enterprise human capital management systems or point solutions that solve for only one or two steps in the process) and a lack of integration capabilities (such as conflicting architectures, incompatible interchangeable data, and the absence of APIs). The situation is no better for the HR manager overseeing the process, who also must endure repetitive manual tasks due to a lack of automation, and who is unable to tailor the onboarding journey to the needs of the person or role and cannot ensure full core HR data compliance.
The results are the same: lower productivity and a negative employee experience due to inefficiencies caused by scattered systems and data.

Creating Connections With a
Modern Application Development Platform

One solution would be to build one or more applications that securely integrate with core HR systems, presenting a single, straightforward, and brand-appropriate experience for both new employees and HR managers alike. These custom applications would handle the repetitive tasks and data flow to multiple systems in the background — meaning no more switching from app to app, no more re-entering information over and over again, and no more bland, generic experiences.

However, creating custom solutions using traditional development methods is costly and time-consuming. Few HR departments have the budget or cadre of highly skilled developers needed to implement these projects. And updating these applications to adapt to today's quickening pace of change can take time that HR departments can rarely afford, especially in today's tight, competitive labor market.

The solution is to use a modern application development platform that allows companies to build an employee onboarding solution according to their specific requirements without the need to build entirely from scratch. The best of these platforms offer a visual, model-driven development environment, as well as AI-powered tools that improve the entire application lifecycle so you can quickly and easily build, deploy, and manage tailored onboarding experiences. In addition, the in-house development team can promptly make any necessary tweaks or configurations as quickly as needed to respond to changing requirements.

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Here are key capabilities to look for in a best-in-class application development platform and benefits your company can expect by using one to build an onboarding solution.

- **Create personalized, brand-appropriate onboarding journeys.** Look for capabilities like theming that enable developers to create unique applications styled according to your brand guidelines or the preferences of a specific branch or department.

- **Integrate with systems of record.** Look for seamless, out-of-the-box integration of enterprise data, third-party services, databases, and custom apps.

- **Save on development costs.** Your platform should help you maintain and upgrade your portfolio of applications across the entire application lifecycle so that administrators do not have to spend resources configuring and tweaking them to fit into a given software pipeline. Meanwhile, in-house developers can more quickly make changes, upgrade, and even add features.

- **Speed time to value.** Make sure the platform you choose lets you put new capabilities into production in hours or days instead of weeks or months. Look for full lifecycle automation from the development environment to test, and from test to production.

In a sense, the most important aspects of the onboarding process are the ones that are invisible to both new hires and HR professionals: information hunting and gathering, data shuffling, approval routing, and form submission. A modern application development platform like OutSystems can perform these duties quickly and efficiently by bridging the gaps between disparate enterprise applications, orchestrating complex processes that cross departmental boundaries, and providing the flexibility to adapt as circumstances change.

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Begin Building Exceptional Onboarding Experiences

First impressions matter — a lot. Your onboarding process sets the tone for your new employees' experience with your business and serves as an opportunity to become an employer of choice. OutSystems helps developers, in close collaboration with the HR department, build onboarding experiences that delight employees, increase productivity, and reduce turnover. And they can do so quickly and efficiently thanks to a visual, model-driven development environment with industry-leading, AI-based assistance that ensures apps are built in days or weeks instead of months or years.

To see what you could achieve, watch our new employee onboarding application demo video, showcasing an end-to-end employee onboarding solution built with OutSystems. Or, you can learn more by talking to one of our experts.